1984–1987

Manitoba

- Government Employees Master Agreement
- Component Sub-Agreements & Pay Plans

MG-4187

GOVERNMENT EMPLOYEES' MASTER AGREEMENT

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GOVERNMENT EMPLOYEES' MASTER AGREEMENT
PROVINCE OF MANITOBA

THIS AGREEMENT made this 10th day of April A.D., 1985.

BETWEEN

HER MAJESTY THE QUEEN in Right of the Province of Manitoba, represented herein by the Honourable the Minister charged with the administration of The Civil Service Act (hereinafter referred to as the Government),

OF THE FIRST PART

- and -

THE MANITOBA GOVERNMENT EMPLOYEES' ASSOCIATION, (hereinafter referred to as the Association),

OF THE SECOND PART.

WITNESSETH: That for the purpose of promoting co-operation and understanding between the Government and its employees affected hereby, and to recognize the mutual value of joint discussions and negotiations with respect to compensation for employees, including the establishment of pay ranges for new classes of employees and the adjustment from time to time of pay ranges for existing classes of employees and working conditions of employees, the parties hereto agree as follows:

INTERPRETATION

1:01 In this Agreement, unless the context otherwise requires, the expression:

a) "agency of the government" means any board, commission, association, or other body, whether incorporated or unincorporated, all the members of which, or all the members of the board of management or board of directors of which are appointed by an act of the Legislature or by the Lieutenant-Governor-in-Council.

b) "Agreement" means this agreement which may be referred to as The Government Employees' Master Agreement;

c) "Association" means the Manitoba Government Employees' Association;

d) "authorized overtime" shall mean overtime authorized by the employing authority and where the term "overtime" is used in this Agreement, it shall mean "authorized overtime";

e) "Casual employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis.

f) "Civil Service" or "Service" means the employees of the government in positions, appointments, or employments, now existing or hereinafter created excluding the members of any agency of the government and the employees of any agency of the government and also excluding thereout

- i) officers of elections and election employees employed in that capacity only, other than the Chief Electoral Officer;
- ii) the Sargent-at-Arms of the Legislative Assembly, page boys, ushers, such temporary and clerical assistance as may be provided for members of the Assembly, and clerical employees of the Assembly, other than the Clerk of the Legislative Assembly;
- iii) persons employed to make or conduct a temporary and special inquiry, investigation or examination, on behalf of the Assembly or the Government;
- iv) persons who are patients or inmates in a provincial institution and who help in the work of the institution;
- v) any person paid by fees or hired on a special contractual basis or as an independent contractor; and

vi) secretaries of ministers, other than any person designated as a member of the Service pursuant to subsection (1) of Section 18 of the Act and other than any person who is a member of the Service at the time of his appointment as a secretary of a minister;

g) "class" or "class of position" means a group of positions involving duties and responsibilities so similar that the same or like qualifications may reasonably be required for, and the same schedule or grade of pay can be reasonably applied to, all positions in the group;

h) "Commission" means the Civil Service Commission, constituted under The Civil Service Act or any person designated from the staff of the Civil Service Commission to act on its behalf;

i) "continuous service" or "continuous employment" means consecutive and contiguous days, weeks, months and/or years of employment with the Government of Manitoba where there has been no break in service involving termination of the employee. In the calculation of continuous service, any approved leave of absence with pay shall not affect continuous service and any authorized leave of absence without pay or a temporary or seasonal lay-off, while not considered a break in service, shall not be counted in the total continuous service. (Example: ten (10) years consecutive and contiguous service with six (6) months leave of absence without pay or six (6) months seasonal lay-off = nine and one-half (9 1/2) years continuous service).

j) "department" means a department of the Executive Government of the Province;

k) "Departmental employee" means a person employed in or under the Department of Highways and Transportation or the Department of Natural Resouces whose appointment is made to a departmental employee classification contained within a Component Sub-Agreement.

l) "dismissal" means the removal for disciplinary reasons from a position of employment for just cause;

m) "employee" means a person employed in a position in the bargaining unit;

n) "employing authority" means
   i) in respect of a department
      aa) the Minister presiding over a department; or
      bb) the Deputy Minister; or
      cc) any person designated by the Minister to act as employing authority in respect of the department on behalf of the Minister;
   ii) in respect to persons employed in the Provincial Audit Branch, the Provincial Auditor;
   iii) in respect to persons employed in the office of the Ombudsman, the Ombudsman.

o) "grade of pay", "pay range" or "pay grade" means a series of rates of remuneration for a class that provides for a minimum rate, a maximum rate, and such intermediate rates if any as may be considered necessary to permit periodic increases in remuneration and as set out in the respective Component Sub-Agreement pay plans;

p) "increment" means the amount per annum provided as a rate of increase in the applicable salary payable to any eligible employee, which unless the context of the relevant approved pay range otherwise clearly indicates, may be granted annually on the applicable anniversary dates;

q) "lay-off" means to temporarily remove from a position of employment subject to the employee retaining such rights as set out under this Agreement;

r) "minister" means a minister of the Crown;

s) "part-time employee" means an employee who normally works less than the full normal daily, weekly or monthly hours, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis;

t) "position" means a position of employment with the government, the person employed for which is a member of the Civil Service;

u) "promotion" means a change of employment from one position to another having a higher maximum salary;

v) "provincial institution" means
   i) a hospital, sanitorium, or institution for the care of mental retardates or persons suffering from mental disorders, the employees in which are members of the Civil Service; and
   ii) correctional institutions and detention homes;

w) "regular employee" means an employee who carries out and occupies a continuing function in a departmental program and who has all the rights and privileges of permanent status;

x) "regulation" means a regulation under The Civil Service Act;

y) "transfer" means the removal of an employee from a position in a class and appointing him to another position in the same class or to another position in a different class having the same maximum rate of pay.

1:02 Wherever the singular and the masculine are used in this Agreement, the same shall be construed as meaning the plural, or the feminine or the neuter where the context so admits or requires and the converse shall hold as applicable.

DURATION OF AGREEMENT

2:01 This Agreement shall become effective from and including the twenty-ninth (29th) day of September, 1984 and shall continue in effect up to and including the twenty-fifth (25th) day of September, 1987 and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal, or revision and renewal is given by either party at least forty-five (45) days prior to but not more than one hundred and eighty (180) days prior to the expiry date hereof. During the period required to negotiate a renewal, or revision and renewal of this Agreement, this Agreement shall remain in full force and effect without change.

2:02 Where notice for revision of this Agreement is given under Section :01, the party giving notice agrees to deliver to the other their written proposals for the revision of the Collective Agreement at least thirty (30) days prior to the expiry date of the Agreement. The parties shall, within twenty (20) working days following receipt of the specific proposals for revision to the Agreement, commence collective bargaining. These time limits may be changed by mutual agreement between the parties hereto.

2:03 All additions, deletions, amendments, and/or revisions from the previous Master Agreement to this Master Agreement shall be effective from the first day of the bi-weekly pay period following the date of signing of this Collective Agreement unless otherwise specified.

AMENDMENT TO THE PAY PLAN

3:01 During the term of this Agreement, amendments to the pay plan in the Component Sub-Agreements resulting from the introduction of a new classification, or amendments to Appendix "A" of the Agreement in respect of exclusions from the terms of this Agreement shall be determined through negotiation between the parties hereto.

3:02 If it is necessary for the purpose of recruitment or retention to effect an upward adjustment to the pay range of an established classification, the government shall consult with the Association and may amend the pay plan to give effect to the required change. In no case shall such pay range be less than that already existing for the classification.

APPLICATION OF AGREEMENT

4:01 The terms of this Agreement and the Component Sub-Agreements shall apply as herein stated to:

(a) persons in the civil service appointed in virtue of and under Section 17 of The Civil Service Act,

(b) departmental employees,

(c) term employees to whom subsection (5) of Section 2 of The Civil Service Superannuation Act applies,

(d) full-time term and temporary employees hired under the authority of The Civil Service Act for a period in excess of two (2) months service,

(e) part-time employees who have been hired under the authority of The Civil Service Act. The agreement shall apply effective the start of the bi-weekly pay period following the attainment of 336 hours of accumulated service for employees in an 8 hour per day classification or 304.5 hours of accumulated service for employees in a 7 1/4 hour per day classification.

4:02 The terms of this Agreement and the Component Sub-Agreements shall not apply to:

(a) incumbents of the positions set forth in Appendix "A" attached hereto; and

(b) any government employees represented by a recognized bargaining agent and covered by another collective agreement other than the Government Employees' Master Agreement; and

(c) student assistants being paid under the provisions of the Student Temporary Employment Program Policy (S.T.E.P.);

(d) casual employees.

4:03 The nine Components listed below shall form the basis upon which nine separate Component Sub-Agreements shall be negotiated. Upon the signing of the Component Sub-Agreements, they shall be attached to and form part of this Agreement.

a) Administration
b) Clerical
c) Corrections
d) Education
e) Health
f) Legal, Inspection and Regulatory
g) Physical Sciences
h) Social Sciences
i) Trades, Operations and Services

4:04 The Government recognizes the Association as the sole and exclusive bargaining agent for those employees within the bargaining unit as set out in section :01 herein and as well such further classes of employees as may be agreed upon by the parties during the term of this Agreement.

4:05 All provisions of the Master Agreement shall apply to all employees covered by the Agreement and to all Component Sub-Agreements. There shall be no further negotiation or alteration within Component Sub-Agreements of any provision contained in the Master Agreement without the mutual consent of both the parties hereto. Any proposal considered in the Master Agreement negotiations shall not be reconsidered in Component negotictions without the mutual consent of both the parties hereto.

TERM EMPLOYEES

5:01 "Term employee" means an employee hired for a specific term of employment. The term of employment may be based on a specific period of time or the completion of a specific job or until the occurrence of a specified event.

5:02 Where the employment of a term employee terminates at the end of a specific term of employment, then

a) the employing authority shall not be required to give any notice or payment in lieu thereof

b) the employee shall not be required to give any notice of resignation.

5:03 Where a term employee is laid-off, then the following shall apply:

a) if the lay-off is at the end of a specific term of employment, no notice of lay-off is required

b) if the lay-off is prior to the end of a specific term of employment, an employee will receive written notice prior to the lay-off or granted payment in lieu thereof based on the following:

i) four (4) weeks' notice to an employee with one or more years of full time continuous service or

ii) two (2) weeks notice to an employee with less than one year of full-time continuous service.

5:04 Where a term employee is employed in the same position performing the same function for a period of more than twenty-four (24) continuous months and where the need for the function is expected to continue, the government will convert the position to regular civil service status. As such, an employee would not normally remain in term status for more than twenty-four (24) continuous months where the employee is performing a continuing function.

5:05 An employee appointed to a term position shall be informed in writing as to the duration of the term. Failure to comply with the foregoing shall not in itself negate the employee's status as a term employee.

LAY-OFF - SEASONAL DEPARTMENTAL EMPLOYEES

6:01 This Article applies to the lay-off and recall of seasonal-departmental employees. Non-seasonal departmental employees are covered by Article 22 - Lay-off.

6:02 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, an employing authority determines that a lay-off(s) is necessary within a Department, the employing authority shall determine the classification(s) from which the lay-off(s) are to take place.

6:03 The employing authority shall determine the group of employees concerned within each classification from which employees are to be laid-off.

6:04 In determining the order of lay-off within the group of employees concerned, seniority shall be the determining factor provided the qualifications of the employees are relatively equal. This section is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties which the remaining employees will be required to perform.

6:05 Where an employee alleges that the employee's lay-off has not been in accordance with this Agreement, the Grievance Procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the third step of the procedure.

6:06 Where an employee is being laid-off at the end of a specific term of employment or after the completion of a job for which the employee was specifically employed, no notice of lay-off is required. Otherwise where an employing authority is laying-off an employee the following shall apply:

a) to an employee with one (1) or more years of continuous service
   - four (4) weeks written notice or pay in lieu thereof.

b) to an employee with less than one (1) year of continuous service
   - two (2) weeks written notice or pay in lieu thereof.

6:07 Employees who are laid-off shall be placed on a re-employment list for a period of twelve (12) months from the effective date of the lay-off. Each department concerned shall maintain its own re-employment list(s) for its laid-off employees. The Association shall be provided a copy of such list(s), upon request.

6:08 Employees placed on a re-employment list shall be called back to their positions in reverse order of lay-off.

6:09 An employee who is on a re-employment list must:

a) report any change of address to the department without delay,
b) if called back, respond to the call back within seven (7) days of receipt of notification of call back,
c) return to work within fourteen (14) days of receipt of notification of call back or such other date as may be agreed upon between the employee and the department,
d) except for good and sufficient reasons, accept a call back in accordance with this section or be deemed to have resigned.

6:10 Employees whose classification varies between Labourer and Operator shall be categorized as "Labourer/Operator" for purposes of this Article.

6:11 For purposes of this Article, "qualifications" refers to education, knowledge, training, skills, experience, aptitude, and competence. "Ability" refers to mental, and physical capability. The employing authority, in making a decision with respect to determining which employees are to be retained and which employees are to be laid-off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the employing authority in any dispute over the application of qualifications, and ability to perform the duties which the remaining employees will be required to perform.

NO DISCRIMINATION

7:01 The parties hereto agree that there shall be no discrimination, harassment, coercion or interference exercised or practiced with respect to any employee by reason of age, sex, marital status, race, creed, colour, ethnic or national origin, political or religious affiliation or membership in the Association or activities in the Association.

MANAGEMENT RIGHTS

8:01 All the functions, rights, personnel pay practices, powers and authority which the government has not specifically abridged, delegated or modified by this Agreement are recognized by the Association as being retained by the government.

8:02 In administering this Agreement, the government shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

PAY

9:01 An employee, other than an employee paid on an hourly or daily basis who does not work every working day in a bi-weekly pay period and by reason thereof is not entitled to be paid an amount equal to a bi-weekly salary is entitled to be paid an amount equal to the daily rate of pay for his position at his step multiplied by a number comprising the number of days actually worked in that period plus any leaves with pay in that period for which the employee is eligible. The daily rate of pay shall be calculated by multiplying the hourly rate of pay by the number of hours in a normal working day as indicated in the applicable Component Sub-Agreement and rounding the result to the nearest cent. The bi-weekly salary shall be calculated by multiplying the hourly rate of pay by the normal number of hours in a bi-weekly pay period as indicated in the applicable Component Sub-Agreement and rounding to the nearest cent.

9:02 Where an employee is promoted to another position, the employee shall be paid at a rate of pay set out for that position in the pay plan that is, if possible, one full increment more than the rate of pay the employee was being paid in the employee's former position.

9:03 Where an employee receives a benefit arising out of the employee's position, unless the pay plan provides that such benefit shall be in addition to the salary provided for the position, a fair and reasonable charge as recommended by Joint Council and approved by the Lieutenant-Governor- in-Council may be made for the benefit.

9:04 Where, in special cases, the application of the general rules for placing an employee on a step of a pay range works an injustice or does not make adequate provision, the Commission shall consult with the Association, and may, following the personal recommendation of the Minister of the Department concerned, make such provisions as may be necessary to maintain equity and parity among salaries of incumbents of such positions within the pay range of the classification. Such provisions may take the form of salary rate assignment of incumbents to a proper and equitable step of the pay range of the classification of the position or to such a step of the pay range of the incumbent in the event that the pay range of the incumbent is lower than the pay range of the classification of the position.

RETROACTIVE WAGES

10:01

a) Retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall apply to:
   - i) employees who are in the employ of the government on the date of the signing of this Agreement;
   - ii) employees who have left the service during the above-mentioned period but who have retired in accordance with the provisions of The Civil Service Superannuation Act or who have died in service;
   - iii) employees who have left the service during the above-mentioned period by reason of being laid-off by the employing authority;
   - iv) term employees terminated at the end of a specific term of appointment or after the completion of the specific job for which they were employed.

b) Upon written request to the employing authority, within 60 (sixty) days of the date of the signing of this Agreement, retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall be made to employees who have voluntarily terminated their services (resigned).

RECRUITMENT AND APPOINTMENT

11:01 Subject to Section 14 of The Civil Service Act, unless in the opinion of the Commission it is in the public interest to appoint a person from outside the Civil Service, the preference for filling vacancies shall be as follows:

a) promotion;

b) competition and transfer; and

c) appointment of a person on a re-employment list kept under sub-section (2) of Section 19 of The Civil Service Act.

11:02 The selection of employees for vacant or new positions shall be on the basis of ability, prior work performance and seniority. Where ability and work performance are equal, seniority shall be the determining factor.

11:03 Where an employee is moved from one department to another, or within a department, the Commission shall inform the departments or the department concerned of the move. The department from which the employee is moved, or within which the employee is moved, shall release the employee from the position within thirty (30) days of being so informed, or within one week of obtaining a replacement for the employee, whichever is the earlier.

11:04 An employee who is notified that he is an unsuccessful applicant for a vacant position shall be supplied with the reasons for non-acceptance within ten (10) days of making a written request to the Commission. Such a request shall be made within ten (10) days of receipt of the notification that he was an unsuccessful applicant.

11:05 Notwithstanding Section :01, first consideration for filling vacancies or new positions shall be given to persons on the re-employment list.

MEDICAL FITNESS

12:01 A physical examination by a duly qualified medical practitioner acceptable to the Commission is required

a) for all employees in provincial institutions;

b) for any employee in respect of whom the employing authority, in writing, requires a physical examination; and

c) for any employee who, in the opinion of the Commission, should be given a physical examination.

12:02 The Commission may, on the recommendation of the employing authority, or on its own initiative, require an employee to have a psychiatric examination and/or a physical examination.

12:03 A duly qualified medical practitioner giving a psychiatric or physical examination shall complete the forms required by the Regulations.

12:04 The cost of any examination referred to in :01 and :02 will be paid by the employing authority.

PROBATION

13:01 Subject to Section :08, every person appointed to a position shall be on probation for a period of six (6) months or for such longer period as may be established by the Commission. Such period shall not exceed twelve (12) months in total. Where a period of probation in excess of six months has been established, the employee shall be notified of the length of the probation period.

13:02 Where an employee's probation period has been established for a period of less than twelve (12) months the Commission, upon the request of the department concerned, may approve an extension of the employee's probation period. Such extension when combined with the initial probation period shall not exceed twelve (12) months duration and the total shall be deemed to be the initial probation period

13:03 An employee shall be notified in writing of any extension of the probation period under Section :02 prior to the expiry of the probation period. A meeting may be held with the employee to discuss the extension. The employee has the option to have a representative present.

13:04 Where an employee's probation period has been established for a period of twelve (12) months no extension may be approved by the Commission.

13:05 An employee who is rejected during the initial probation period may grieve the rejection at Step 3 of the grievance procedure within fifteen (15) working days from the date the employee received notice of the rejection. The Deputy Minister or his designate shall hold a hearing to discuss the grievance with the employee and his or her representative. The decision at Step 3 shall be final for such grievances.

13:06 Where an employee has been rejected during probation following a promotion within a department, upon such rejection the employing authority will relocate the employee to his or her former position or to a position comparable to his or her former position.

13:07 Where an employee has been rejected during probation following a promotion to another department, then

a) The Commission will place the employee on an employment availability list at the employee's previous classification for a period of one (1) year from the date of rejection.

b) During this period the Commission will endeavour to relocate the employee to the employee's former position or to a position comparable to the former position.

c) The employee may only grieve the rejection if the employee has not been relocated to the former position or offered a comparable position prior to the effective date of rejection. The grievance shall be initiated at Step 3 of the Grievance Procedure within twenty-five (25) working days from the effective date of rejection.

13:08 An employee shall not be required to serve a further probation period when:

a) the employee is promoted without competition as a result of reclassification of the employee's position,

b) the employee initiates a transfer to a position in the same classification involving similar duties and responsibilities,

c) the employer initiates the transfer or demotion of an employee from one position to another for any reason.

13:09 Subject to Section :07, the rejection of an employee on probation is neither appealable nor arbitrable.

13:10 An employee who is being rejected during his probation period shall be provided with two (2) weeks' notice or payment in lieu thereof.

13:11 An employee who is temporarily appointed to another position on an acting basis is not considered to be on probation. If the employee is subsequently promoted to that position, the period during which the employee was in acting status does not count towards the employee's probation period.

CONDUCT OF EMPLOYEES

14:01 Each employee shall observe standards of behaviour consistent with his or her function and role as a Civil Service employee and in compliance with the terms of this Agreement.

14:02 Where an employee is absent without leave for a period of two (2) weeks, the employee shall be considered to have abandoned his or her position and shall be deemed to have been terminated on the last day on which the employee was present at work and performed his or her regular duties.

14:03 Where an employee is habitually late or is absent during working hours without leave and fails to give satisfactory explanation for the lateness or absence, the head of the branch, division, or department concerned shall make a report to the employing authority who may take such disciplinary action, including suspension or dismissal, as is warranted.

PERFORMANCE APPRAISAL

15:01 Where a formal assessment of an employee's performance is made, the employee concerned shall be given an opportunity to sign the assessment form upon its completion to indicate that its contents have been read. Employees shall have the right to place their own comments on the form where such space is provided or to append their comments to the form where no space is provided. An employee shall, upon request, receive a copy of the assessment.

MERIT INCREASES

16:01 "Merit increase" means an increase in the rate of pay of an employee within the employee's pay range which may be granted in recognition of satisfactory service on the employee's anniversary date.

16:02 Subject to Section :03, the anniversary date of an employee is the first of the month which follows the date on which the employee is employed in a position in the Civil Service.

16:03 The anniversary date for an employee affected by the provision of Section 11 (3.1) of The Civil Service Act shall become the first day of the month that falls on or after the effective date of the promotion or transfer of the employee and the employee shall be eligible for the employee's next merit increase 12 months from the anniversary date established in accordance with this section.

16:04 Where the pay range for an employee's classification permits, an employee shall be eligible for a merit increase 12 months from the employee's anniversary date established in accordance with this Article provided the employee has accumulated one thousand and eight (1008) regular hours of work during that 12 month period. If an employee has not accumulated 1008 regular hours during that 12 month period and as a result has not received a merit increase, the employee is eligible for a merit increase at the employee's next subsequent anniversary date 12 months hence provided the employee has accumulated 1008 regular hours during the preceding twenty-four (24) month period. In a similar manner an employee who has not accumulated 1008 regular hours over the preceding 24 month period is eligible for a merit increase at the employee's next anniversary date following the accumulation of 1008 regular hours.

16:05 Notwithstanding that an employee is appointed to a position at a salary rate higher than the minimum salary applicable to the position, the employee is eligible for a merit increase on the employee's anniversary date.

16:06 The effective date for an employee's merit increase shall be the first day of the bi-weekly pay period which includes the employee's anniversary date. An employee must be in the classification on the employee's anniversary date in order that the merit increase shall take effect at the beginning of the bi-weekly period that includes the said anniversary date.

16:07 Where a merit increase is not granted to an employee on the employee's anniversary date:

a) the employee shall be notified of the merit increase denial on or before the applicable anniversary date. The employee shall be provided in writing with the reasons the merit increase was denied;

b) the merit increase may be granted to the employee on any subsequent monthly anniversary date which is not less than three (3) months from the employee's anniversary date. The effective date for such a merit increase shall be the first day of the bi-weekly pay period which includes the subsequent monthly anniversary date referred to;

c) the employee may file a grievance at Step 2 of the grievance procedure. No grievance may be initiated where a merit increase is not granted to an employee under subsection (b);

d) the employee is eligible for a merit increase at the employee's next anniversary date notwithstanding that the employee was granted a merit increase under subsection (b).

16:08 A departmental employee hired prior to April 1, 1983 who does not have an established anniversary date by April 1, 1983 will have an anniversary date established as October 1, 1983.

16:09 Effective October 1, 1983 and applying to merit increases being granted on and after that date, eligibility for merit increases for departmental employees will be determined in accordance with Section :04.

DISCIPLINARY ACTION

17:01 An employee shall only be disciplined for just cause.

17:02 A hearing may be held with an employee prior to making a determination to suspend or dismiss an employee. The employee has the option to have a representative present.

17:03 Where a written report recommending disciplinary action is to be placed on an employee's file, the employee shall be given an opportunity to sign the report indicating he or she has read it. Upon signing the employee shall receive a copy of such a report.

17:04 Where disciplinary action has been taken the employee shall be advised in writing of the disciplinary action and the circumstances and actions which made the disciplinary action necessary. The employee shall sign a copy only to acknowledge its receipt and shall retain a copy.

17:05 An employee may grieve any disciplinary action according to the Grievance Procedure. Grievances concerning demotion, suspension or dismissal shall be initiated at Step 3 of the Grievance Procedure.

17:06 The person or board to whom a grievance is made may:

a) uphold the disciplinary action, or

b) vary the disciplinary action, or

c) determine that no disciplinary action is warranted and remove any document pertaining to the disciplinary action from the employee's file(s).

17:07 No notice or payment in lieu thereof is required where an employee is dismissed.

RESIGNATIONS

18:01 Employees wishing to resign shall provide the employing authority with a written notice of resignation which shall specify the last day upon which an employee will perform his or her regular duties.

18:02 The effective date of a resignation shall be the last day upon which an employee is present at work and performs his or her regular duties.

18:03 Subject to Sections :04, :05, and :06, where the last day on which an employee who has submitted a notice of resignation performs his or her regular duties precedes a Friday which, but for the fact that a holiday falls thereon would be a regular working day, the employee shall be deemed to have voluntarily terminated his or her service on that Friday and shall be eligible for holiday pay for that Friday.

18:04 Subject to Subsection :06 employees shall give written notice of resignation at least two (2) weeks prior to the date on which the resignation is to be effective. Notice of resignation shorter than the required two (2) weeks may only be given with the approval of the employing authority.

18:05 An employee may, with the approval of the employing authority, withdraw the notice of resignation at any time before the resignation becomes effective.

18:06 Where the employment of an employee terminates at the end of a specific term of employment, or on the completion of a job for which the employee was specifically employed, no notice of resignation is required.

CONTRACTING OUT

19:01 The government will give all reasonable consideration to continued employment in the Civil Service of employees who would otherwise become redundant because work is contracted out.

19:02 Where work is to be contracted out which would result in the redundancy of employees in the bargaining unit, then the following procedure shall apply:

a) the government will provide the Association with one hundred and twenty (120) days' notice.

b) during the notice period the parties shall meet to facilitate potential retraining and/or re-deployment opportunities.

c) at the request of either party, the matter shall be discussed at Joint Council.

TECHNOLOGICAL CHANGE

20:01 The Government and the Association recognize that technological change can offer significant improvements in the quality and quantity of government services provided to the public.

20:02 For purposes of this Article, technological change means the introduction of equipment or material into government operations which is likely to affect the security of employment of regular employees or departmental employees who are employed on a full-time, year-round basis.

20:03 The Government agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on services to the public and employees.

20:04 Where the government intends to introduce technological change, the following procedure will be followed:

a) the government will provide the Association with one hundred and twenty (120) days' notice prior to the date the change is to be effective.

b) during this period, the parties will meet to discuss the steps to be taken to assist the employees who could be affected.

c) where retraining is to be provided, it shall be provided during the employees' normal working hours where possible.

d) at the request of either party, an on-site technological change implementation committee shall be established at the work location(s) affected. The Committee will consist of two (2) worker representatives and two (2) management representatives. The role of the Committee will be to facilitate the implementation of the technological change in a manner consistent with this Article.

20:05 The provisions of this Article are intended to assist employees affected by technological change and sections 72, 73 and 74 of The Labour Relations Act do not apply during the term of this Agreement.

CHANGE OF WORK HEADQUARTERS

21:01 Where, as a result of a reorganization of a Department or part of a Department an employee's work headquarters is moved from one city or town to another city or town requiring a change of residence by the employee, the employee shall be given notice of the move ninety (90) days in advance of the date upon which the move of the employee is to be effected. Such notice shall be provided in writing to the employee by the employing authority.

21:02 Where an employee has accepted relocation involving a change in residence by the employee, the employee shall be reimbursed for expenses incurred due to the relocation in accordance with existing policy respecting "Expenses of Removal on Transfer".

21:03 Where such notice has been given to an employee and the employee is unable to relocate, every reasonable effort will be made to place the employee in another suitable position within the Civil Service.

21:04 Where an employee with three (3) or more years of continuous service is unable to relocate, the employee shall be subject to lay-off. If the employee has not been offered another suitable position within one year from the date of lay-off the employee shall be permanently laid-off and shall be eligible for severance pay in accordance with Article 23 - Severance Pay.

21:05 For purposes of interpretation of this Article, where the term "suitable position" is used it means a position which the employee is reasonably qualified for and able to perform and which is in a location that would not require a change of residence by the employee.

LAY-OFF

22:01 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, an employing authority determines that a lay-off(s) is necessary within a Department, the employing authority shall determine the classification(s) from which the lay-off(s) are to take place.

22:02 Subject to this Article, the employing authority shall determine the group of employees concerned within each classification from which employees are to be laid-off.

22:03 The group of employees concerned shall then be divided, where applicable, into three (3) subgroups as follows:

Subgroup (1) - term employees with two (2) or more years of continuous service.

Subgroup (2) - regular employees and non-seasonal departmental employees, with less than four (4) years of continuous service.

Subgroup (3) - regular employees and non-seasonal departmental employees, with four (4) or more years of continuous service.

22:04 Within the group of employees concerned, lay-offs shall take place in descending subgroup order. In determining the order of lay-off within a subgroup, seniority shall be the determining factor provided the qualifications of the employees are relatively equal. This section is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties which the remaining employees will be required to perform.

22:05 An employee in subgroup (3) shall not be laid-off while there are employees in subgroups (1) and (2) in the same classification within the department. This provision is subject to the employee having the qualifications and ability to perform the duties which the remaining employees will be required to perform.

22:06 When there are no employees in subgroups (1) and (2), employees in subgroup (3) may be laid-off. In this case, the group of employees concerned shall be all employees in the same classification within the department.

22:07 Where the lay-off(s) of employee(s) in subgroup (3) is necessary, the employing authority shall provide the Association with written notice not less than forty (40) days prior to the date of lay-off(s). The parties shall then meet to discuss the steps to be taken to assist the employees affected.

22:08 Except where specifically provided, this Article does not apply to the lay-off of:

a) term employees at the end of a specific term of employment.

b) term employees with less than two (2) years of continuous service.

25:10 Where for any reason other than death, an employee leaves the service after having been granted more vacation leave than the employee has earned in accordance with this Agreement, the employee shall repay to the Province all salary paid for such excess period of leave.

25:11 Where an employee dies, the employee's estate shall receive the employee's accumulated vacation credits.

25:12 Where an employee is moved from one department to another, the employee's accumulated vacation leave is a charge against the department to which the employee is moved unless the department to which the employee is moved requires the employee to take the accumulated vacation leave before the date of the move.

25:13 Where an employee is absent on leave without pay for a period of one (1) month or a portion thereof greater than one-half (1/2), vacation leave credits shall no longer accumulate.

SICK LEAVE

26:01 It is agreed by both parties that earned sick leave entitlement shall be granted by the Commission where an employee is unable to be at work and perform his or her regular duties as a result of illness or injury.

26:02 The sick leave to which an employee is entitled shall accumulate
(a) during the first four years of service at the rate of one-half (1/2) working day per bi-weekly pay period, and
(b) after the first four years of service, at the rate of one (1) working day per bi-weekly pay period.

26:03 Sick leave shall be earned by daily and hourly paid departmental employees pro rated on the basis of total accumulated service and regular hours worked, exclusive of overtime (i.e. 80 hours = 10 days = 1 bi-weekly pay period).

26:04 Sick leave with pay up to but not exceeding the net amount of entitlement will be paid to hourly paid employees based on the number of hours they normally would have been scheduled to work on the day they were absent on sick leave.

26:05 Subject to Sections :06 and :07, sick leave shall not accumulate beyond two hundred and eight (208) working days.

26:06 The Commission, at the request of the employing authority, may grant, in addition to the sick leave accumulated under this Agreement

a) to an employee who has been employed for not less than ten (10) years but less than fifteen (15) years, and who has been granted not more than two hundred and eight (208) working days of sick leave with pay during his or her years of service, an additional period of sick leave with pay, which additional sick leave will increase the total sick leave for all the employee's years of service to not more than two hundred and twenty eight (228) working days.

b) to an employee who has been employed for not less than fifteen (15) years but less than twenty (20) years, and who has been granted not more than two hundred and twenty eight (228) working days of sick leave during his or her years of service, an additional period of sick leave with pay which additional sick leave will increase the total sick leave for all the employee's years of service to not more than two hundred and fifty-six (256) working days; and

22:09 Where an employing authority is laying off an employee, notice of lay-off or pay in lieu thereof will be given in accordance with the following:

a) Where a term employee is being laid-off at the end of a specific term of employment or after completion of a job for which she was specifically employed, no notice of lay-off is required.

b) Four weeks' notice will be provided to
   i) regular employees
   ii) non-seasonal departmental employees
   iii) term employees with one (1) or more years of continuous service.

c) Two weeks' notice will be provided to term employees with less than one (1) year of continuous service.

22:10 The Association will be provided a copy of lay-off notices issued to:
a) regular employees
b) non-seasonal departmental employees
c) term employees with two (2) or more years of continuous service.

22:11 For purposes of this Article, "regular employee(s)" refers to full-time and part-time employee(s) and "term employee(s)" refers to full-time and part-time employee(s).

22:12 Term employees with less than two (2) years of continuous service shall be considered for lay-off prior to the lay-off of employees in the subgroups specified in Section: 03.

22:13 Where employees have been laid-off, the department shall not use casual employees to do the work of the laid-off employees except:

a) where the laid-off employees are not available for work or
b) in emergency situations.

22:14 Where an employee, including a term employee, alleges that his or her lay-off has not been in accordance with this Agreement, the Grievance Procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the third step of the procedure.

22:15 For purposes of this Article, "qualifications" refers to education, knowledge, training, skills, experience, aptitude, and competence. "Ability" refers to mental, and physical capability. The employing authority, in making a decision with respect to determining which employees are to be retained and which employees are to be laid-off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform, in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the employing authority in any dispute over the application of qualifications, and ability to perform the duties which the remaining employees will be required to perform.

22:16 Where the temporary lay-off of an employee in subgroup (3) is necessary, Sections 05, 06 and 07 do not apply. For purposes of this Section a temporary lay-off is defined as less than three (3) months duration. Employees shall return to their positions upon expiry of such lay-off. This section applies only to situations identified in separate Memoranda of Agreement between the parties.

22:17 Employees who are laid-off shall be placed on a re-employment list for a period of twelve (12) months from the effective date of the lay-off.

22:18 The Civil Service Commission shall maintain a re-employment list for all employees covered by this Article who are laid-off on other than a temporary basis. A copy will be provided to the Association on request.

22:19 Employees who are placed on a re-employment list shall be called back to their positions in reverse order of lay-off in the classification from which the employee was laid-off.

22:20 An employee who is on the re-employment list must:

a) report any change of address to his or her department without delay,

b) If called back, respond to the call-back within seven (7) days of receipt of notification of call-back. Notice of recall shall be made by registered mail to the last known address filed by the employee,

c) return to work within fourteen (14) days of receipt of notification of call-back or such other date as may be agreed upon between the employee and the department,

d) except for good and sufficient reasons, accept a call-back in accordance with this Section or be deemed to have resigned.

22:21 A term employee who has been employed in the same position for one (1) or more years of continuous service and who is laid off or whose term expires shall be placed on an employment availability list by the department for a period of one (1) year. During this period, the employee shall be considered for re-employment to the position if it is to be refilled.

22:22 Employees on a re-employment list may be offered re-employment to other positions within the service.

22:23 An employee who accepts another position may be placed on a trial period of not more than six (6) months duration. An employee who is found to be unsuitable during this trial period will be returned to the appropriate re-employment list for the greater of six (6) months or the remainder of the employee's twelve (12) month period on the re-employment list. An employee found to be unsuitable may grieve the decision commencing at Step 3 of the Grievance Procedure. The decision at Step 3 may be appealed to the Civil Service Commission. The decision of the Commission is final for such grievances.

22:24 If a regular employee accepts a term position as a result of re-employment, the employee's status as a regular employee shall be maintained. On the expiry of the term, the employee will be permanently laid-off, or remain on the re-employment list for the remainder of the twelve (12) month period if applicable.

SEVERANCE PAY

23:01 Employees with ten (10) or more years of continuous employment whose services are terminated as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, or death, shall be paid, or to the employee's estate in the event of death, severance pay in the amount of one week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay. (Example: 10 years, 8 complete months of continuous service equals 10 8/12 years of continuous service for purposes of calculation.)

23:02 Where an employee in his or her tenth year of continuous service fails to complete ten (10) years' continuous service as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, or death, the employee shall be paid, or to the employee's estate in the event of death, severance pay on the basis of ten (10) weeks' pay multiplied by the factor of the number of complete months service completed in his tenth year divided by twelve (12) months.

23:03 Employees with three (3) or more years of continuous employment whose services are terminated as a result of permanent lay-off shall be paid severance pay in the amount of one week's pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed twenty-two (22) week's pay.

23:04 Where an employee in his or her third (3rd) year of continuous service fails to complete three (3) years' continuous service as a result of permanent lay-off, the employee shall be paid severance pay on the basis of three (3) weeks' pay multiplied by the factor of the number of complete months service completed in his third (3rd) year divided by twelve (12) months.

23:05 The rate of pay referred to in this Article shall be determined on the basis of the last regular bi-weekly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent lay-off, or death. Subject to section :07, the rate of pay for hourly rated employees shall be determined on the basis of the applicable work week, either 36 1/4 or 40 hours per week.

23:06 In the case of employees eligible for severance pay who are on stand-by or temporary lay-off at the time of retirement, permanent lay-off or death, the weekly hours shall be, subject to Section :07, the normal weekly hours of work in effect for the classification of the employees at the time of the retirement, permanent lay-off or death.

23:07 In the case of hourly paid employees whose total weekly hours of work vary between summer and winter, the severance pay to be paid shall be based on an average of the normal hours of work over the fiscal year.

HOLIDAYS

24:01 a) The following holidays shall be observed in the Civil Service:

- i) New Year's Day
- ii) Good Friday
- iii) Easter Monday
- iv) Victoria Day
- v) Dominion Day
- vi) Civic Holiday
- vii) Labour Day
- viii) Thanksgiving Day
- ix) Remembrance Day
- x) Christmas Day
- xi) Boxing Day
- xii) Any other holiday proclaimed by Federal or Provincial Statute

b) For calculation purposes holidays shall be observed as indicated below:

i) For all shift employees, where any of the holidays fall on a Saturday or a Sunday they shall be observed on that day. For purposes of this Article, a shift employee is one whose regular work week is not Monday to Friday inclusive.

ii) For all non-shift employees, where any of the holidays fall on a Saturday the first preceding working day shall be observed as the holiday in lieu thereof. Where any of the holidays fall on a Sunday the first working day following the holiday shall be observed as the holiday in lieu thereof. This provision does not apply when Remembrance Day falls on a Saturday or Sunday.

c) Nothing in this Agreement shall prohibit the parties from mutually altering the date of observance of any of the holidays except Remembrance Day.

24:02 All government offices shall be closed at one o'clock in the afternoon on December 24 when that day is a normal working day, and this day shall be considered as a full working day for purposes of calculation.

24:03 An employee is entitled to his or her regular pay for a holiday on which the employee does not work provided the employee:

a) did not fail to report for work after having been scheduled to work on the day of the holiday;

b) has not absented himself or herself from work without the consent of the employing authority on the regular working day immediately preceding or following the holiday unless the absence is by reason of established illness.

24:04 Notwithstanding :03(b) an employee who is on an approved leave of absence without pay at the time of the holiday shall be entitled to receive his or her regular pay for the holiday provided that the employee received pay for part or all of each day of at least fifteen days during the thirty calendar days immediately preceding the holiday.

24:05 If an employee who is not entitled to pay for a holiday that falls on a regular working day for reasons as outlined in Section :03 does work on the holiday, the employee shall be paid wages equivalent to one and one-half (1 1/2) times his or her regular rate for the time worked on that day.

24:06 Subject to Section :08, and subject to the call-out provisions as provided in the Component Sub-Agreements, an employee who is required to work on the holiday when it is observed on the employee's day of rest shall receive, in addition to the regular holiday pay to which the employee may be entitled:

a) if the employee is eligible for premium overtime, overtime compensation based on double time (2x) the employee's regular rate of pay for all overtime worked on the holiday. Such overtime compensation is in lieu of the overtime compensation to which the employee would otherwise be eligible in the appropriate component sub-agreement.

b) if the employee is not eligible for premium overtime, compensation based on time and one half (1 1/2x) the employee's regular rate of pay for all overtime worked on the holiday. Such compensation is in lieu of the compensation to which an employee would otherwise be eligible in the appropriate component sub agreement.

24:07 Subject to Section :03, where the wages of an employee vary from day to day, the pay for a holiday on which the employee has not worked shall be equivalent to the employee's average daily earnings exclusive of overtime for the days on which the employee worked during the twenty (20) working days immediately preceding the holiday.

24:08

a) A shift employee who is entitled to pay for a holiday and who works on a holiday when it is the employee's regularly scheduled working day shall, in addition to the regular pay, be compensated at the rate of time and one half (1 1/2x) for all regular hours worked on the holiday, or be granted compensatory leave for such hours worked at the rate of one and one half (1 1/2) hours for each additional hour worked. Shift employees shall be entitled to add to their regular annual vacation a maximum of five (5) days accumulated compensatory leave, and any additional compensatory leave shall be granted at the discretion of the employing authority. Any overtime hours worked on the holiday shall be compensated on the same basis as set out in Section :06(a) or (b).

b) Subject to subsection :08(c), the accumulated compensatory leave referred to in subsection :08(a) above, shall be taken in the vacation year in which it is earned.

c) The employing authority may allow accumulated compensatory leave in lieu of statutory holidays to be carried forward to the next vacation year.

d) In the event that an employee is terminated, the accumulated compensatory leave in lieu of statutory holidays shall be paid out at the final rate in effect for the employee during the year in which the statutory holidays were worked.

24:09 An employee who leaves the service, shall receive pay in lieu of the compensatory leave that has not been granted.

24:10 Where a holiday falls within the vacation period of an employee, one additional working day shall be added to the employee's vacation entitlement in lieu of the statutory holiday.

24:11 Section :10 shall not apply when Remembrance Day falls on a Saturday or Sunday during the vacation period of an employee.

24:12 Notwithstanding any provision of this Agreement, if it does not interfere with the adequate care of patients or inmates in a provincial institution, an employee in a provincial institution may be allowed a period of hours off duty on either Christmas Day or New Year's Day as may be specified by the chief officer of the institution.

VACATION

25:01 For purposes of this Agreement, a vacation year is the period beginning on the first day of April and ending on the thirty-first day of March next following.

25:02 Employees shall earn vacation leave credits on the following basis:

(a) employees who have completed less than two (2) years service, one and one-quarter (1 1/4) working days per complete month of service in each vacation year to be taken in the vacation year following the year in which the vacation is earned.

(b) Commencing from the beginning of the vacation year in which two (2) years of service will be completed, one and two-thirds (1 2/3) working days per complete month of service in each vacation year to be taken in the year in which three (3) years of service are completed and yearly thereafter.

c) Commencing from the beginning of the vacation year in which nine (9) years of service will be completed, two and one-twelfth (2 1/12) working days per complete month of service in each vacation year to be taken in the year in which ten (10) years of service are completed and yearly thereafter.

d) Commencing from the beginning of the vacation year in which nineteen (19) years of service will be completed, two and one-half (2 1/2) working days per complete month of service in each vacation year to be taken in the year in which twenty (20) years of service are completed and yearly thereafter.

(e) Notwithstanding subsections (a), (b), (c) and (d), employees terminating in their second (2nd) year of service shall have their vacation leave credits cashed-out at the rate of one and one-quarter (1 1/4) days per complete month of service and employees terminating in their ninth (9th) year of service shall have their vacation leave credits cashed-out at the rate of one and two-thirds (1 2/3) days per complete month of service, and employees terminating in their nineteenth (19th) year of service shall have their vacation leave credits cashed-out at the rate of two and one-twelfth (2 1/12) days per complete month of service.

The changes to Section :02 are effective April 1, 1985.

25:03 Such vacation will be pro-rated for seasonal departmental employees on the basis of the applicable rate as set out in Section :02 for each period of regular hours worked, exclusive of overtime, equivalent to 168 hours or 21 working days. No credits will be given for any pay periods for which the employee was granted vacation pay.

25:04 The rate of pay for vacation time for daily and hourly paid departmental employees shall be, in general, the current rate for that type of work which the employee would have been doing had the employee not been on vacation, as determined by the supervisor. Where the type of work and/or rate of pay could be expected to vary during the period of vacation, the rate or rates of pay for vacation may also vary, with their distribution during the period being according to the judgement of the supervisor, having in mind the employee's immediately preceding similar period of employment and/or the rate distribution of the substitute employee during the employee's vacation, etc.

25:05 An employee appointed on the first working day of the month shall accumulate vacation credits from that date. An employee appointed on any working day other than the first working day of the month shall accumulate vacation credits from the first of the month following the date of employment.

25:06 When computing vacation leave

a) any fraction of a day equal to or greater than one-half shall be computed as a half day; and

b) any fraction of a day less than one-half shall be computed as nothing.

25:07

a) With the exception of the conditions referred to in subsection (b), vacation leave may not be taken in advance of when it is earned.

b) With the approval of the employing authority, vacation leave up to a maximum of five (5) working days may be granted in advance to an employee in his first twelve (12) months of service.

c) Where operational requirements permit, vacation leave may be taken subject to the approval of the employing authority.

d) Vacation leave shall normally commence on a Monday unless otherwise agreed to by the employing authority.

e) Subject to subsections (b) and (f), vacation leave shall be taken in the vacation year following the vacation year in which it is earned.

f) The employing authority may authorize that vacation leave be carried forward to the next following year to supplement the vacation period in that year, but in no case will a vacation carry-over be allowed which comprises more than one previous year's vacation entitlement.

g) The employing authority may authorize an employee to take vacation leave in two (2) or more periods. Normally any such periods shall not be less than one (1) week in length.

h) An employing authority, if it finds it necessary, may require an employee to take vacation leave in two or more periods. Normally any such periods shall not be less than one (1) week in length.

25:08

Where an employing authority has been unable to schedule part or all of an employee's vacation within the vacation year and as a result finds it necessary to restrict the whole or part of the vacation leave of an employee, the employing authority may authorize payment in lieu of vacation. Such pay shall not be subject to deduction of pension fund contributions or life insurance contributions. An employee whose vacation leave has been restricted may, in lieu of receiving such pay, elect to carry over such vacation leave to the following year.

25:09 Subject to the requirements of personnel in a branch of a department, vacation leave shall be rotated regardless of seniority of employment.

c) to an employee who has been employed for not less twenty (20) years and who has been granted not more than two hundred and fifty-six (256) working days of sick leave during his or her years of service, an additional period of sick leave with pay which additional leave will increase the total sick leave for all the employee's years of service to not more than two hundred and ninety-six (296) working days.

26:07 With the approval of the Lieutenant-Governor-in-Council, additional sick leave with pay may be granted over and above an employee's accumulated sick leave and additional sick leave granted under Section :06.

26:08 An employee who has been absent on sick leave with pay, upon returning to work, shall continue to accumulate sick leave up to a maximum of two hundred and eight (208) working days in accordance with Sections :02 and :03.

26:09 An employee appointed on the first working day of a bi-weekly pay period shall be eligible to accumulate sick leave credits from that date. An employee appointed on any date other than the first working day of a bi-weekly pay period shall be eligible to accumulate sick leave credits from the first full bi-weekly pay period following the date of appointment.

26:10 A new employee may be granted sick leave in advance of it being earned during the first six (6) months of service, provided that the amount advanced, when combined with credits already accumulated, does not exceed five (5) working days. If an employee who has used more sick leave than has been earned has his or her services terminated for a reason other than lay-off or death, the salary over-payment resulting from the use of unearned sick leave shall be recovered by the government.

26:11 Sick leave shall not accumulate during periods when an employee is

a) absent on sick leave and/or absent on Workers' Compensation for a period of more than ten (10) consecutive working days; or

b) absent without leave; or

c) absent on leave of absence without pay.

Subsections (b) and (c) to apply where the period of absence is greater than one-half (1/2) of the bi-weekly period.

26:12 Medical Technologists who train in provincial laboratories of the Department of Health shall, if upon completion of their training they become employed with the Department as qualified technologists, be credited with sick leave accumulated in accordance with Section :02 during their training period in the provincial laboratory.

26:13 Where an employee is to be absent because of illness, the employee shall endeavour to notify his or her immediate supervisor of the absence due to illness at least one hour prior to and not more than thirty (30) minutes after the normal hour of beginning work, or as soon thereafter as the means of communication permit.

26:14 An employee who has been absent because of sickness for a period of more than three (3) consecutive working days shall furnish, when requested by the Commission and/or the employing authority, at any time during or after this period of sickness, a medical certificate or sworn statutory declaration certifying that the employee is or was unable to be present at work because of the illness. Where an employee fails to produce a medical certificate or statutory declaration acceptable to the Commission and/or the employing authority, the employee shall not be entitled to be paid for the period of absence.

26:15 An employee who has been absent because of sickness for a period of three (3) working days or less may be required to furnish, when requested by the Commission and/or the employing authority, either a medical certificate or a sworn statutory declaration as required under Section :14. Failure to produce a certificate or statutory declaration acceptable to the Commission and/or the employing authority will result in a loss of pay for the period of absence.

26:16 Where an employee has been absent for a period of three (3) working days or less because of sickness, the employee shall complete and submit a return on a form as required by the Regulations.

26:17 Where an employee becomes ill during the period of the employee's scheduled annual vacation, the employing authority may grant sick leave and credit the employee with alternate days vacation equivalent to the number of days approved sick leave providing the illness is over three (3) days and may require hospitalization. The employee will be responsible to provide proof of illness and/or hospitalization satisfactory to the employing authority. The application of this clause to employees subject to the vacation provision outlined in Article 7 of the Education Component Sub-Agreement, shall be to a maximum of ten (10) working days.

WORKERS' COMPENSATION

27:01 When an employee is unable to work and is in receipt of Workers' Compensation allowance as a result of an injury incurred in the course of his or her duties, the employee may elect to be paid an additional amount which, when combined with the compensation allowance, shall ensure the maintenance of gross salary. Such additional amount shall be chargeable to the employee's sick leave credits accrued at the time the employee commenced receipt of Workers' Compensation allowances, and such additional payments shall be payable until the employee's accrued sick leave credits have been exhausted.

27:02 Where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers' Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the injury or disability occurred.

27:03 Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.

27:04 Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an on-the-job accident shall be provided by or at the expense of the department if it is not covered by a medical plan.

COMPASSIONATE LEAVE

28:01 An employee shall be entitled to compassionate leave of three (3) working days without loss of salary in the event of the death of a member of an employee's immediate family.

28:02 For purposes of granting compassionate leave, immediate family is defined as father, mother, brother, sister, spouse, child or ward of the employee, or relative permanently residing in the employee's household or with whom the employee permanently resides.

28:03 An employee shall be entitled to compassionate leave of one (1) working day without loss of salary in the event of the death of an employee's grandparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, mother-in-law, father-in-law, aunt, uncle, or grandchild.

28:04 Provided an employee has not received compassionate leave for the death in question, an employee shall be entitled to compassionate leave up to a maximum of one (1) day without loss of salary for attending a funeral as a pallbearer.

28:05 An employee shall be entitled to additional compassionate or special leave up to a maximum of two (2) days without loss of salary, requested for the purpose of attending a funeral at a distance.

28:06 For other purposes, such as dangerous illness in the immediate family, an employee shall be entitled to leave with pay up to a maximum accumulation of five (5) days in each fiscal year to be granted on the recommendation of the employing authority and charged against the employee's sick leave credits.

PATERNITY LEAVE

29:01 A male employee shall be granted one (1) day's leave with pay, to attend to needs directly related to the birth of his child. At the employee's option, such leave shall be granted on the day of, or the day following the birth of his child, or the day of his wife's admission to, or discharge from hospital.

MATERNITY LEAVE

30:01 An employee who qualifies for Maternity Leave may apply for such leave in accordance with either Plan A or Plan B but not both.

PLAN A

30:02 In order to qualify for Plan A, a pregnant employee must:

a) have completed nine (9) continuous months of employment for or with the government;

b) submit to the employing authority an application in writing for leave under Plan A at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and

c) provide the employing authority with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.

30:03 An employee who qualifies is entitled to and shall be granted maternity leave without pay consisting of:

a) a period not exceeding twenty (20) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Section :02(c), or

b) a period of twenty (20) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Section :02(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate;

c) The Commission may vary the length of maternity leave upon proper certification by the attending physician, and recommendation by the employing authority.

30:04

a) An employee who has been granted maternity leave shall be permitted to apply up to a maximum of ten (10) days of her accumulated sick leave against the Unemployment Insurance waiting period.

b) Should the employee not return to work following her maternity leave for a period of employment sufficient to allow for reaccumulation of the number of sick days granted under subsection (a), the employee shall compensate the employer for the balance of the outstanding days at the time of termination. Approved sick leave with pay granted during the period of return shall be counted as days worked.

PLAN B

30:05 Effective the latter of:

a) the bi-weekly pay period following the date of signing, or

b) the date a Supplementary Unemployment Benefit Plan (SUB) is approved for implementation by the Canada Employment and Immigration Commission (C.E.I.C.)

and limited to maternity leaves commencing on or after that date, the provisions of Plan B will come into effect.

30:06 In order to qualify for Plan B a pregnant employee must:

a) have completed (nine) 9 continuous months of employment for or with the government;

b) submit to the employing authority an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;

c) provide the employing authority with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;

d) provide the employing authority with proof that she has applied for unemployment insurance benefits and that the C.E.I.C. has agreed that the employee has qualified for and is entitled to such Unemployment Insurance benefits pursuant to Section 30, Unemployment Insurance Act, 1971.

30:07 An applicant for Maternity Leave under Plan B must sign an agreement with the employing authority providing that:

a) she will return to work and remain in the employ of the government on a full time basis for at least six (6) months following her return to work, and

b) she will return to work on the date of the expiry of her maternity leave unless this date is modified by the employing authority, and

c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the government for the full amount of pay received from the government as a maternity allowance during her entire period of maternity leave.

30:08 An employee who qualifies is entitled to a maternity leave consisting of:

a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Section :06(c), or

b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Section :06(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate;

c) The Commission may vary the length of maternity leave upon proper certification by the attending physician, and recommendation by the employing authority.

30:09 During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance in accordance with the SUB plan as follows:

a) for the first two (2) weeks an employee shall receive 93% of her weekly rate of pay;

b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the U.I. benefits the employee is eligible to receive and 93% of her weekly rate of pay,

c) all other time as may be provided under Section :08 shall be on a leave without pay basis.

30:10 Plan B does not apply to term or part-time employees or employees who normally are subject to seasonal lay-off.

30:11 During the period of maternity leave, benefits will not accrue. However, the period of maternity leave will count as service towards eligibility for long service vacation and long service sick leave entitlement. The application of this Section is limited to maternity leaves commencing on and after September 29, 1984.

30:12 Where an employee's anniversary date falls during the period of maternity leave under Plan A or B, the employee shall be eligible to receive a merit increase effective the date upon which she returns to her position of employment.

30:13 Sections 34(1.1) through 34(1.9) inclusive of The Employment Standards Act respecting maternity leave shall apply "mutatis mutandis".

ADOPTIVE PARENT LEAVE

31:01 Upon written request to the employing authority, an employee who is adopting a child, may be granted leave without pay up to a maximum of seventeen (17) weeks, to commence immediately following the date of the adoption. The employee may be required to furnish proof of adoption.

31:02 An employee shall be granted one (1) day's leave with pay to attend to needs directly related to the adoption of the child. At the employee's option such leave shall be granted on the day of, or the day following the adoption.

BRIDGING OF SERVICE

32:01 A regular employee who resigns as a result of the employee's decision to raise a dependent child or children, and is re-employed, upon written notification to the employing authority shall be credited with the length of service accumulated up to the time of resignation for the purposes of sick leave and long service vacation entitlement benefits as defined in this agreement and based on service seniority.

The following conditions shall apply:

a) The employee must have accumulated at least four (4) years of continuous service at the time of resigning.

b) The resignation itself must indicate the reason for resigning.

c) The break in service shall be for no longer than five (5) years, and during that time the employee must not have been engaged in remunerative employment for more than three (3) months.

d) The previous length of service shall not be reinstated until successful completion of the probationary period.

e) Upon successful completion of the probationary period, the employee will be credited with the accumulated sick leave credits at the time of the resignation up to a maximum of twenty-six (26) days of credits.

LOSS OF OR DAMAGE TO PERSONAL EFFECTS

33:01

a) Where an employee who is employed in a provincial institution, because of the action of an inmate of that provincial institution, suffers damage to, or loss of, eye-glasses, false teeth, a watch or other personal effects usually carried with or worn by the employee in the performance of the employee's duties including clothing but not including underwear, the employee shall be reimbursed at full replacement cost provided that the item that is lost or damaged beyond repair has been purchased within three months of the incident, and proof of purchase is submitted. In other cases reimbursement shall be at 75% of the replacement cost.

b) Where a workshop operated by the Province is available to make repairs to personal effects damaged as mentioned in subsection (a), the repairs shall be made in the workshop at no cost to the employee. Costs of other repair shall be reimbursed to the employee.

c) All incidents of loss of, or damage to personal effects as mentioned in subsection (a), shall be reported in writing by the employee whose personal effects are lost or damaged to the Superintendent of the provincial institution within twenty-four hours of the incident.

d) Each incident respecting loss of, or damage to, personal effects as mentioned in subsection (a) shall be assessed separately, and the Superintendent of the provincial institution shall recommend the amount of compensation that should, in his or her opinion, be paid in respect of each incident.

33:02 a) Employees are responsible for any personal effects which are brought to their place of work and are not specifically required in the course of their employment; and no claim for compensation will be considered for loss or theft of or damage to personal effects or clothing other than damage to clothing that occurs as a result of an accident, normal wear and tear excepted.

b) Employees suffering loss of, theft of, or damage to tools, equipment, personal effects or clothing incurred when they are away from their normal place of work while on a business or field trip may claim compensation only for such items as are necessary in day-to-day living in the course of their employment away from their normal place of work

c) Employees whose occupation requires them to provide and use their own tools, equipment or personal effects in the course of their employment, should safeguard such tools, equipment or personal effects against loss, theft or damage; and no claim for compensation for loss, theft or damage to such tools, equipment or personal effects may be made under this subsection except where such tools, equipment or personal effects are handed over or delivered to a supervisor or responsible officer where this is practical and the receipt thereof is acknowledged by the officer.

d) Where employees are required to provide, commandeer or "rent without fee" from any person or firm, tools, equipment or personal effects which are to be used in the course of their employment and which are not readily available from government sources, claims for compensation may be made for the loss or theft or damage to such tools, equipment or personal effects.

e) No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft of or damage to his tools, equipment or personal effects, or for luxury items.

f) Every claim for compensation made pursuant to subsections (a), (b), (c), and (d) will be considered by the employing authority, who will submit his or her recommendations to the Commission for approval, and the claim shall indicate:

- i) the name of the claimant, position classification, normal place of work and type of work the position entails;
- ii) identification as to category - loss, theft, damage - and full particulars as to when, and how the loss, theft or damage took place, with any other relevant particulars;
- iii) justification for the claim in accordance with subsection (a), (b), (c) or (d) of this section;
- iv) a certification by the claimant that all items lost, stolen or damaged are not covered by any form of insurance.

g) Payment of claims approved by the Commission shall be paid at full replacement cost provided that the item that is lost or damaged beyond repair has been purchased within three months of the incident, and proof of purchase is submitted. In other cases reimbursement shall be limited to the cost of repair, or, on the basis of 75% of the replacement cost, including Provincial Sales Tax where necessary.

REMOTENESS ALLOWANCES

34:01 The Government shall provide Remoteness Allowances as shown in Appendix "B" which is attached hereto and which forms part of this Agreement.

DENTAL PLAN

35:01 The parties agree to the continuation of the dental services plan with such changes as agreed upon in a separate Memorandum of Agreement.

HEALTH AND SAFETY

36:01 The Government and the Association recognize that safety, accident prevention and the preservation of health are of primary importance in all civil service operations and that these activities require the combined efforts of the government, employees, and the Association.

33:02 a) Employees are responsible for any personal effects which are brought to their place of work and are not specifically required in the course of their employment; and no claim for compensation will be considered for loss or theft of or damage to personal effects or clothing other than damage to clothing that occurs as a result of an accident, normal wear and tear excepted.

b) Employees suffering loss of, theft of, or damage to tools, equipment, personal effects or clothing incurred when they are away from their normal place of work while on a business or field trip may claim compensation only for such items as are necessary in day-to-day living in the course of their employment away from their normal place of work.

c) Employees whose occupation requires them to provide and use their own tools, equipment or personal effects in the course of their employment, should safeguard such tools, equipment or personal effects against loss, theft or damage; and no claim for compensation for loss, theft or damage to such tools, equipment or personal effects may be made under this subsection except where such tools, equipment or personal effects are handed over or delivered to a supervisor or responsible officer where this is practical and the receipt thereof is acknowledged by the officer.

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i) the name of the claimant, position classification, normal place of work and type of work the position entails;

ii) identification as to category - loss, theft, damage - and full particulars as to when, and how the loss, theft or damage took place, with any other relevant particulars;

iii) justification for the claim in accordance with subsection (a), (b), (c) or (d) of this section;

iv) a certification by the claimant that all items lost, stolen or damaged are not covered by any form of insurance.

g) Payment of claims approved by the Commission shall be paid at full replacement cost provided that the item that is lost or damaged beyond repair has been purchased within three months of the incident, and proof of purchase is submitted. In other cases reimbursement shall be limited to the cost of repair, or, on the basis of 75% of the replacement cost, including Provincial Sales Tax where necessary.

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HEALTH AND SAFETY

36:01 The Government and the Association recognize that safety, accident prevention and the preservation of health are of primary importance in all civil service operations and that these activities require the combined efforts of the government, employees, and the Association.

36:02 The Government will continue to provide its employees with safe working conditions, equipment and materials, and will continue to ensure that all reasonable precautions are taken.

36:03 The Association will continue to make every effort to obtain the cooperation of each employee within the bargaining unit in the observation of all reasonable safety rules, practices and procedures.

36:04 Every employee shall take all reasonable precautions and follow all reasonable safety rules, practices and procedures in order to protect his or her safety and health and the safety and health of any other persons who may be affected by his or her acts or omissions at work.

36:05 The parties recognize the importance of establishing Workplace Health and safety Committees to enhance the ability of employees and managers to resolve health and safety concerns.

It is recognized that the initiative in requesting the establishment of a Workplace Health and Safety Committee may come from management of the Department and/or the employees in the workplace and/or the Association.

36:06 The parties agree to the establishment of Workplace Health and Safety Committees in workplaces where it is deemed necessary having regard for:

a) the number of employees in the workplace

b) the type of work performed in the workplace and the degree of hazard involved

c) the complexity of the workplace operations, and the size, location and nature of the workplace.

36:07 Where it is not deemed appropriate to establish a Workplace Health and Safety Committee in a workplace the parties may agree to the designation of a Workplace Health and Safety representative who may, in conjunction with a management representative, perform the duties of a committee.

36:08 Where it is deemed appropriate to establish a Workplace Health and Safety Committee in a workplace, the following shall apply:

a) The size of the committee shall be determined taking into account the factors listed in Section :06. The number of employee representatives should not be less than two (2) or more than six (6). The number of management representatives may be less than or equal to the number of employee representatives on a committee.

b) Each party shall elect or appoint its representatives to a committee freely and without interference.

c) Committee members shall have a term of office of one (1) year and members are eligble for re-election or re-appointment.

d) Committees shall have two (2) co-chairpersons, one chosen by and from the management representatives and one chosen by and from the employee representatives. The co-chairpersons shall alternate the function of chairing the meetings of the committee and may participate fully in the deliberations and discussions of the committee.

e) Committees shall meet regularly at intervals to be determined by the committee but normally not less than once in each calendar quarter.

f) Except for the calling of special meetings, there shall be at least seventy-two (72) hours prior notice of the calling of committee meetings.

g) Efforts should be made to schedule committee meetings, functions or duties during the employees' work time but if this is not possible meetings may be held during an employee's off duty hours. Employee representatives who are members of a health and safety committee and who are scheduled to meet during off duty hours shall be compensated at straight time rates or at the employee's option be granted time off in lieu for time spent in such meetings, functions or duties.

h) The quorum for meetings shall consist of one-half of the management members and one-half of the employee members.

i) Each Department shall provide a prominent place where information relating to health and safety subjects may be posted. Information posted shall include:
  i) the names of all committee members and their terms of office;
  ii) the scheduled meeting dates of the committee;
  iii) the agenda for each meeting;
  iv) the minutes of the previous meeting;
  v) informational and educational materials which have specific relevance to the safety and health of employees in that workplace.

j) Minutes of all committee meetings are required. Minutes shall consist of matters relating to the receipt and disposition of safety and health concerns. The minutes shall be signed by both chairpersons. Where there is disagreement as to the accuracy or content, either party may so note the disagreement and place their comments on the minutes prior to signing. When the minutes are signed by both co-chairpersons, the management co-chairperson shall retain the original for the records of the committee, forward a copy to the Workplace Safety and Health Division, post a copy as provided in Subsection (i) above and forward a copy to members of the committee.

k) Any material addressed to the committee shall be distributed as soon as practicable by the person receiving same to the other committee members.

36:09 The objectives of Workplace Health and Safety Committees include:

a) assisting employees to identify, record, examine, evaluate and resolve health and safety concerns in the workplace;

b) developing practical procedures and conditions to help achieve health and safety in the workplace;

c) promoting education and training programs to develop detailed knowledge of health and safety concerns and responsibilities in each individual workplace.

36:10 The parties agree to the establishment of a Central Workplace Health and Safety Committee to be composed of two (2) members appointed by each party. The government agrees that one (1) of the members appointed by the Association shall be on a time off with pay basis. The sole purpose of the Committee shall be to:

a) assist in the establishment of Workplace Health and Safety Committees where employees in more than one department are involved and/or where a complex workplace exists;

b) assist in resolving disputes as to the establishment of a committee or the number of representatives to be placed on a committee.

36:11 Where a supervisor knows that any condition exists at a workplace that is unusually dangerous to the safety or health of an employee, the supervisor shall not require or permit an employee to engage in, carry on or continue to work in that workplace under that condition.

36:12

a) Where an employee has reason to believe, and does believe, that a condition exists that is dangerous to his or her safety or health in the performance of his or her work, the employee shall report that condition to his or her supervisor.

b) The supervisor upon being notified under (a) above shall inspect the condition with the employee and discuss the employee's reasons for believing the condition to be dangerous. Where there is a health and safety committee at the workplace, the co-chairpersons may be asked to participate.

c) If the employee is unsatisfied with the supervisor's decision or if the supervisor refuses to inspect the condition, the employee shall contact, in writing or by telephone, the Workplace Health and Safety Division without delay.

d) If the employee refuses to work because of his or her belief that the condition is dangerous, the employee must be available to perform other work assigned.

36:13 Where an employee has refused to perform work in accordance with Section :12, no other employee shall be assigned the particular work unless such employee is notified of the refusal and the reasons for the refusal, if known.

36:14 Nothing in this Article prevents the doing of any work or thing that may be necessary in order to remedy the dangerous condition described in Sections :11 and :12.

36:15 Disciplinary action shall not be taken against an employee solely for the reason that the employee:

a) made a report under Section :12 and
b) refused to work or continue to work under the conditions described under Section :12 provided a safety and health officer has reported in writing that the employee had reasonable and probable grounds for believing that those conditions were dangerous to his or her safety or health.

36:16 Where an employee wilfully takes unfair advantage of the provisions described in Section :12, the employee may be subject to disciplinary action up to and including suspension or dismissal.

UNIFORMS AND PROTECTIVE CLOTHING

37:01 Where the employer determines that uniforms and protective clothing are required in the performance of the employee's duties, such uniforms and protective clothing shall be provided to the employee.

37:02 Where uniforms and protective clothing are supplied, the employer agrees to furnish, replace or repair such clothing when damaged in the performance of the employee's duties.

37:03 Where a full-time employee is required, as a condition of employment, to provide and wear approved safety footwear during the course of his or her regular duties the employee will be eligible for an allowance of twenty-five ($25.00) dollars once per fiscal year to help offset the cost to the employee of purchasing approved safety footwear. The allowance will be paid under the following conditions:

a) the safety footwear purchased must be approved by the Canadian Standards Association (CSA), and
b) satisfactory proof of purchase must be provided by the employee, and
c) the employee must have purchased safety footwear specifically for his employment with the government, and
d) except where an employee has been laid off, the employee must complete twenty-one (21) working days continuous service before being eligible to receive this allowance.

37:04 The policy on Uniforms and Protective Clothing as specified in the General Manual of Administration shall be applicable to this Agreement. Where the provisions of the General Manual of Administration conflict with this Article, this Article shall prevail.

37:05 Notwithstanding any other provision of this Agreement, where an employee disputes the provision of protective clothing and footwear in accordance with this Article the employee may file a grievance in accordance with the Grievance Procedure. The decision at Step 3 shall be final for such grievances.

VIDEO DISPLAY TERMINALS

38:01 A VDT Operator who is required to work at a Video Display Terminal (VDT) for twenty-five percent (25%) or more of the normal work week shall upon request have his or her eyes examined by an Optometrist once per year. The Optometrist shall be selected by the Civil Service Commission or an Optometrist of the employee's choice acceptable to the Commission. The department shall pay the costs of such examinations or tests where not covered by a medical plan.

38:02 A pregnant VDT Operator may request a job reassignment for the period of pregnancy by forwarding a written request to the employing authority along with a certificate from a duly qualified medical practitioner certifying she is pregnant. Upon receipt of the request, the employing authority, where possible, will assign the VDT Operator to an alternate position and/or classification or to alternate duties within five (5) working days of the request. Where the employing authority is unable to accomplish this, the employing authority will notify the Staff Relations Branch of the Civil Service Commission and the parties will meet without delay in an effort to resolve the matter.

38:03 Where an Operator is of the opinion that the work results in undue eye fatigue, the employee may request a review of the job duties. The department will endeavour to design the job of the Operator in a manner that will, wherever practicable, permit an Operator to be assigned at least ten (10) minutes of alternate duties during any two (2) hour period of continuous operation.

38:04 The parties agree to the continuation of a committee of Association and Management representatives which is responsible for

a) gathering and assessing research studies, and technical reports respecting the subject,

b) making appropriate recommendations to government respecting health and safety precautions to be taken in new or existing VDT installations.

The Committee shall consist of three management representatives and three representatives of the Association. It is agreed that up to two (2) employee representatives shall be on a time off with pay basis.

ASSOCIATION BUSINESS

39:01 Leave of absence to attend to Association business may be granted to employees under the following conditions:

a) Requests for leave shall be made in writing by the Association by providing the employee with a letter of request. The employee shall submit the letter to his or her immediate supervisor who shall forward the request to the employing authority for approval. The Association will also provide a copy of the written request to the Director of Personnel of the department concerned.

b) Requests for leave shall be made with reasonable advance notice but not less than three (3) working days and shall be granted only where operational requirements permit. Where special or unusual circumstances prevent compliance with the three (3) working days notice, the request shall be considered and shall not be unreasonably denied.

c) Where such leave of absence has been granted the Association shall remiburse the government one hundred percent (100%) of the wages paid to such employees during the approved absence.

39:02

a) For time spent with government representatives during negotiations of the Master Agreement, the Association will be allowed to have no more than four (4) employees present at each bargaining session on a time-off with pay basis.

b) For time spent with government representatives during negotiations for the Component Sub-Agreements, the Association will be allowed to have no more than three (3) employees present at each bargaining session on a time-off with pay basis.

c) Prior to the commencement of negotiations, the Association shall supply the government with a list of employee representatives for the Master and Component Sub-Agreements. Dependent upon operational requirements, requested leave for such employees shall not be unreasonably denied.

d) Subject to the mutual agreement of the parties, the total number of employees referred to in both (a) and (b) above may be changed provided any additional employees are on leave without pay or on wage recovery as per Section :01 (c).

39:03 Association staff members shall not visit employees at their place of work unless prior approval has been obtained from the employee's supervisor.

39:04 The government agrees to allow the Association use of space on existing bulletin boards for the purpose of posting official Association information relating to business affairs, meetings, and social events provided the information does not contain anything that is adverse to the interests of the employer. The employing authority or designate shall have the right to refuse to post or remove the posting of any information.

RIGHTS OF STEWARDS

40:01 "Steward" means an employee elected or appointed by the Association who is authorized to represent the Association, an employee or both.

40:02 The government recognizes the Association's right to select Stewards to represent employees.

40:03 The Association shall determine the number of Stewards and the jurisdiction of each Steward having regard to the plan of organization, the distribution of employees at the work place, and the administrative structure implied by the Grievance Procedure.

40:04 The Association agrees to provide the government with a list of Stewards and any subsequent changes for each work location by department, area, and component. The Association shall provide appropriate identification for Stewards.

40:05 Stewards and employees shall not conduct Association business during their working time.

40:06 The duties of the Stewards shall be to investigate complaints of an urgent nature and to investigate and present grievances in accordance with the Grievance Procedure.

40:07 For complaints of an urgent nature, a Steward shall first obtain the permission of his or her immediate supervisor before leaving work to investigate such complaint with the employee and supervisor or departmental official concerned. Such permission shall not be unreasonably sought or withheld. On resuming his or her normal duties, the Steward shall notify his or her supervisor.

40:08 When it is necessary for a Steward to investigate a complaint or grievance during working hours, no deduction in salary shall be made from the Steward or employee concerned, provided that each has obtained approval from their supervisor(s) for the time required to deal with the complaint or grievance. On resuming their duties, the Steward and employee shall notify their supervisor(s).

ASSOCIATION SECURITY

41:01 During the term of this Agreement, employees covered by this Agreement, whether members of the Association or not, shall pay to the Association, by payroll deduction, an amount equal to the bi-weekly membership dues determined by the Association. For new employees, the payroll deduction of the amount as set out above shall become effective on the first day of the bi-weekly pay period, following the date the employee is covered under the terms of this Agreement.

41:02 The Government shall forward to the Association the amount of the dues deducted under Section :01 above on a bi-weekly basis per each applicable bi-weekly pay period system.

41:03 The Government shall provide the Association on a bi-weekly basis per each applicable bi-weekly pay period system, the names of the employee from whose wages dues have been deducted showing opposite each employee's name, the amount of dues deducted for that employee.

41:04 The Association agrees to indemnify and save the Government harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the Government.

41:05 Notwithstanding, any other provision in this Agreement, the Government shall not later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Association the following, shown by Component, and by classification groupings:

a) the name of each employee

b) the classification of each employee

c) the current rate of pay of each employee.

JOINT COUNCIL

42:01 The Joint Council shall consult on any suggestions or requests made by the Executive Council or the Association with respect to working conditions applicable to employees generally or to any particular class of employees.

GRIEVANCE PROCEDURE

43:01 The parties to this Agreement recognize the desirability for prompt resolution of grievances through an orderly process without stoppage of work or refusal to perform work.

43:02 A grievance is defined as a complaint in writing concerning:

a) the application, interpretation, or alleged violation of an Article of this Agreement or The Civil Service Act or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.

b) the dismissal, suspension, demotion, or written reprimand of an employee.

The above categories of grievances can be processed up to and including Step 4 of the Grievance Procedure.

43:03 Notwithstanding Section :02, an employee may complain or grieve on any unsatisfactory working condition up to and including Step 3 of the Grievance Procedure. The decision at Step 3 shall be final for such grievances.

43:04

a) Where a grievance has been initiated and the nature of the grievance is such that it has or potentially could have widespread application affecting a number of employees in more than one department; and where as a result the Association deems it impractical that each affected employee grieve separately, the Association shall have the right to present a group grievance on those matters as defined in Section :02 (a). A group grievance shall be presented directly to the Director of Staff Relations within twenty (20) working days following the date upon which the employee(s) were notified orally or in writing, or on which the employee(s) first became aware of the action giving rise to the grievance.

b) Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement or of The Civil Service Act or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties, either party may initiate a policy grievance. Where such a grievance is initiated by the Association and involves employees in more than one department it shall be presented to the Director of Staff Relations, and where it involves employees in one department it shall be presented to the Deputy Minister of the department. Where such a grievance is initiated by the government it shall be presented to the President of the M.G.E.A. In all cases the grievance shall be presented within twenty (20) working days from the date of the action giving rise to the grievance.

c) Where the parties fail to resolve a grievance under :04 (a) or :04 (b), either party may refer the grievance to Step 4 of the Grievance Procedure. It is agreed and understood that grievances which have been submitted and dealt with as individual grievances may not subsequently be submitted as a policy grievance.

d) Notwithstanding Section :06 a grievance filed under :04 (b) shall not require the signature of an employee.

43:05 If an employee or the Association fails to initiate or process a grievance within the prescribed time limits, the grievance will be deemed to be abandoned and all rights of recourse to the Grievance Procedure for that particular grievance shall be at an end. If Management fails to reply to a grievance within the prescribed time limits, the employee or the Association may process the grievance to the next step. Either party may request an extension of the time limits providing such extension is requested prior to the expiry of the time allowed. An extension, if requested, shall not be unreasonably withheld.

43:06 Wherever possible, the grievance shall be presented on the Official Grievance Form. A written description of the nature of the grievance and the redress requested shall be sufficiently clear and if the grievance relates to an Article of the Agreement, such Article shall be so stated in the grievance. The grievance shall be signed by the employee and may be clarified at any step providing its substance is not changed. Except for failure to meet the time limits, a grievance shall not be deemed to be invalid if it is not written on the Official Grievance Form or for failure to quote the Article in dispute.

43:07 It is mutually agreed that an effort shall be made to resolve complaints through discussion before a written grievance is initiated. The aggrieved employee shall have the right to have a representative present at such a discussion. When a grievance cannot be presented in person at any step, it may be transmitted by registered mail.

43:08 An employee has the right to representation by an Association representative at any step of the Grievance Procedure.

Step 1:

a) Within twenty (20) working days after the date upon which the employee was notified orally or in writing, or on which the employee first became aware of the action or circumstances giving rise to the grievance, the employee shall present the grievance with the redress requested to his or her supervisor.

b) The supervisor shall sign for receipt of the grievance and if the nature of the grievance is such that the supervisor is authorized to deal with it, the supervisor shall issue a decision in writing to the employee and to the Association within fifteen (15) working days.

c) The departmental official may discuss the grievance with the employee and his or her representative before giving a decision on the grievance.

d) If the nature of the grievance is such that a decision cannot be given below a particular level of authority, the supervisor shall forward the grievance to the appropriate authority at the appropriate step of the Grievance Procedure and so inform the employee and the Association. The time limits and the procedures of the appropriate step shall then apply.

e) Where the immediate supervisor at Step 1 is a Steward or Officer of the Association, the grievance shall automatically be referred by the immediate supervisor to Step 2.

Step 2:

a) If the grievance is not resolved satisfactorily at Step 1, the employee shall submit the same grievance and the redress requested to the Divisional or Branch Director within fifteen (15) working days of the receipt of the decision at Step 1.

b) The Divisional or Branch Director shall sign for receipt of the grievance and issue a decision in writing to the employee and to the Association within fifteen (15) working days of receipt of the grievance.

c) The Divisional or Branch Director may hold a hearing to discuss the grievance with the employee and his or her representative before giving a decision on the grievance.

Step 3:

a) If the grievance is not resolved satisfactorily at Step 2, the employee shall submit the same grievance and the redress requested to the Deputy Minister or designate within fifteen (15) working days of the receipt of the decision at Step 2.

b) The Deputy Minister or designate shall sign for receipt of the grievance and issue a decision in writing to the employee and to the Association within 15 (fifteen) working days of receipt of the grievance.

c) For those grievances defined in accordance with Section :02, the Deputy Minister or designate may hold a hearing to discuss the grievance with the employee and his or her representative before giving a decision on the grievance. For those grievances concerning unsatisfactory working conditions as defined in :03, the Deputy Minister or designate shall hold a hearing to discuss the grievance with the employee and his or her representative before giving a decision on the grievance.

Step 4:
A decision of the Deputy Minister or designate may be appealed to the Civil Service Commission in accordance with Article 45, Appeals to the Civil Service Commission or submitted to Arbitration in accordance with Article 44, Grievance Arbitration Procedure, depending upon the nature of the grievance and providing the category of the grievance is such as is defined in :02. The decision of the Civil Service Commission or the Arbitration Board shall be final and binding for all such grievances. An employee may submit to arbitration a grievance regarding dismissal with or without Association approval but for all other appealable or arbitrable grievances, Association approval must first be obtained before the matter is appealed to the Commission or submitted to Arbitration.

43:09 Grievances concerning demotion, suspension or dismissal shall be initiated at Step 3 of the grievance procedure within twenty (20) working days of the date that the employee became aware of the action.

43:10 Subject to Article 13:07, the rejection of an employee on probation is not appealable or arbitrable.

43:11 An employee may withdraw a grievance by giving written notice to the Association and the department concerned or abandon his grievance by not processing it within the prescribed time limits.

43:12 Classification and selection disputes shall not be channelled through Steps, 1, 2 and 3 of the Grievance Procedure.

GRIEVANCE ARBITRATION PROCEDURE

44:01 Unresolved grievances or disputes concerning only those matters set forth below shall be submitted to Arbitration in accordance with the procedure set forth in this Article:

a) Grievances concerning the application, interpretation or alleged violation of an Article of this Agreement;

b) Grievances concerning the application, interpretation or alleged violation of a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;

c) Grievances concerning dismissal, suspension, demotion or a written reprimand of an employee;

d) Disputes as to whether a specific grievance is to be appealed to the Civil Service Commission or referred to Arbitration.

44:02 It is agreed and understood that any grievance submitted to Arbitration shall not subsequently be appealed to the Civil Service Commission and conversely an appeal to the Civil Service Commission shall not subsequently be referred to Arbitration including referral for a decision as to whether or not the matter is appealable or arbitrable.

44:03 The procedure for arbitrating grievances shall be the procedure as set forth below:

a) Where a difference arises between the parties hereto relating to a subject matter as outlined in Section :01, either of the parties may, within twenty (20) working days from the receipt of the decision at Step 3, notify the other party in writing of its desire to submit the difference or allegation to arbitration. Such notification, when initiated by the Association, shall be made directly to the Staff Relations Branch, and shall set forth the issue in dispute for referral to the Arbitration Board.

b) Where the party initiating the arbitration proceedings wishes to request arbitration by a single arbitrator, the notice referred to in Sub-Section :03 (a) shall so state.

   i) Where the party who receives the notice accepts the request for a single arbitrator the parties will attempt to reach agreement on the selection of a single arbitrator within ten (10) working days.

   ii) Where the party who receives the notice rejects the request for a single arbitrator or where the parties have failed to reach agreement on the selection of a single arbitrator within ten (10) working days, the party initiating the arbitration proceedings may submit the name of its appointee to the board in accordance with Section :03 (c) within ten (10) working days.

   iii) Where the parties have agreed to a single arbitrator, the single arbitrator shall be considered to be an Arbitration Board for purposes of this Article.

c) Where the party initiating the arbitration proceedings wishes to request arbitration by a three person board, the notice referred to in Sub-Section :03 (a) shall contain the first party's appointee to the Arbitration Board. The following procedure will then apply:

   i) The party who receives the notice shall within ten (10) working days of receiving the notice, name an appointee to the Arbitration Board and notify the other party in writing of such appointee.

   ii) The two members of the Arbitration Board named by the parties shall, within ten (10) working days of the appointment of the second of them, appoint a third member of the Arbitration Board who shall be the Chairperson thereof.

iii) If either party fails to appoint its member to the Board as provided above or where the two appointees of the parties fail to agree on the appointment of a third member within the time specified, the Chief Justice for the Province of Manitoba, or in his or her absence, the Chief Justice of the Court of Queen's Bench, upon the request of a party to the Agreement, shall nominate a member on behalf of the party failing to make an appointment or shall nominate the third member and Chairperson, as the case may be, and where the case requires, may nominate both, and where such nomination has been made, the Minister of Labour shall appoint that person as member or Chairperson or both, as the case may be.

iv) The Chairperson and one other member are a quorum; but, in the absence of a member, the other members shall not proceed unless the absent member has been given reasonable notice of sitting.

d) Where the matter is submitted to the Arbitration Board, the Arbitration Board shall commence hearings within ten (10) working days of the matter being submitted to the Board and shall hear evidence and argument submitted by or on behalf of the parties relevant to the matter submitted and shall make a decision thereon in the form of an award of the Arbitration Board.

e) The Arbitration Board shall hear and determine the difference or allegations and shall issue a decision, which decision shall be final and binding and enforceable upon the parties and upon any employee or employees affected by it.

f) The Arbitration Board may summon before it any witnesses and require them to give evidence on oath, orally or in writing, and to produce such documents and evidence as the Arbitration Board deems requisite to the full investigation and consideration of the matters referred to it.

g) The Arbitration Board shall submit a report on the findings and the decision of the Board within fourteen (14) days following the completion of the hearing to the parties.

h) Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.

i) In the case of a three person Arbitration Board the decision of the majority shall be the decision of the Arbitration Board. If there is no majority, the decision of the Chairperson shall be the decision of the Board.

j) The Arbitration Board shall not have the power to add to, subtract from or modify or alter in any way the provisions of the Master Agreement or any Component Sub-Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.

k) The Arbitration Board shall expressly confine itself to the issue submitted to the Board, and shall have no authority to make a decision and/or recommendation on any other issue not so submitted to the Board.

l) Where the Arbitration Board determines that an employee has been dismissed or otherwise disciplined by an employing authority for cause, and provided the collective agreement does not provide a specific remedy or penalty for the cause of the dismissal or disciplinary action, the Arbitration Board may substitute such other penalty or remedy in lieu of dismissal or the disciplinary action as the Board deems just and reasonable under the circumstances.

m) The expenses incurred by and in respect of an Arbitration Board shall be paid as follows:

   i) The parties to the arbitration shall each pay an equal portion of the remuneration and expenses of the chairperson of the Arbitration Board.

ii) Each party to the arbitration shall pay the remuneration and expenses of the member of the Arbitration Board named or appointed by or on behalf of that party.

iii) Each party to the arbitration shall pay the fees and expenses of witnesses called by that party to give evidence before the Arbitration Board.

iv) Each party to the arbitration shall pay the fees and expenses of any counsel appearing before the Arbitration Board on behalf of that party.

v) The parties to the arbitration shall each pay an equal portion of other costs and expenses incurred by the Arbitration Board in conducting the arbitration.

44:04 The parties hereto agree that an employee of the Government and a staff member of the M.G.E.A. shall not be eligible for appointment as a member of the Arbitration Board or to act as a member of the Arbitration Board.

APPEALS TO THE COMMISSION

45:01 Subject to Section :03, every appeal shall be commenced by written notice of appeal setting out the decision against which the appeal is taken and the basis of the appeal, delivered in duplicate to the Commission.

45:02 In any appeal to the Commission, the employee making the appeal may,

a) be accompanied by a representative of the Association, or any other person of his or her choosing;

b) if the employee so requests, be represented by the Association or any other person of his or her choosing.

45:03 It is agreed and understood that the Civil Service Commission shall hear appeals on grievances concerning:

a) the application, interpretation or alleged violation of an Article or provision of The Civil Service Act;

b) the application, interpretation or alleged violation of a regulation under The Civil Service Act where there is no provision dealing with the subject of the Regulation in the collective agreement or in a signed Memorandum of Understanding or signed Memorandum of Agreement between the parties;

c) disputes concerning reclassification of employees;

d) grievances as outlined in Article 13:07 and Article 22:23;

e) disputes concerning the selection of an employee for a position within the bargaining unit.

Such appeals shall only be initiated after the employee has exhausted the applicable provisions referred to in this Agreement for the settlement of grievances or in the case of reclassification disputes, the procedures respecting "Employee Originated Requests for Reclassification".

45:04 An appeal shall be commenced within twenty (20) working days of the date which the appellant became aware of the decision.

45:05

a) Where an appeal is taken to the Commission, the Commission shall hold a hearing or direct a hearing to be held and such hearing shall be held within ten (10) working days of the date the appeal is commenced, to ascertain the facts relating to the subject matter of the appeal.

b) The Commission shall render its decision on any appeal within seven (7) working days of the end of the hearing and shall deliver a copy of its decision to the parties concerned.

SEXUAL HARASSMENT

46:01 The parties recognize that the problem of sexual harassment may exist. However, the parties agree that sexual harassment will not be tolerated in the workplace or in connection with the workplace.

46:02 Where an employee is of the opinion that he or she has been or is being sexually harassed by another employee, the employee may forward a written complaint directly to the Deputy Minister of the department concerned. The complaint shall be marked "Personal and Confidential".

46:03 The Deputy Minister or his designate will endeavour to resolve the matter in an expeditious and confidential manner.

46:04 The alleged offender shall be entitled to notice of the complaint and shall be given the opportunity to respond to the complaint.

46:05 The Deputy Minister or designate, after investigating the complaint, shall have the authority to:

a) dismiss the complaint, or
b) determine the appropriate discipline and/or
c) take any action which in his or her opinion may be necessary.

46:06 Where the Deputy Minister or designate determines that a complaint has been made for frivolous, or vindictive reasons, he or she shall have the authority to:

a) take disciplinary action against the complainant and/or
b) take any action against the complainant which in his or her opinion may be necessary.

RECLASSIFICATION PROCEDURE

47:01 An employee who is of the opinion that his or her position is improperly classified may submit an "Employee Originated Request for Reclassification" on a form designated by the Civil Service Commission for such purposes.

47:02 STEP 1

The employee will submit the request to his or her Branch Director together with the following:

a) a current position description;

b) the job classification being requested and reasons why that classification is appropriate;

c) any other information in support of the request.

The Branch Director would have ten (10) working days following receipt of the request to reply.

47:03 STEP 2

Where the employee considers the Branch Director's reply unsatisfactory or where no reply is received within the prescribed time limits, the employee may forward a copy of the request to the Departmental Personnel Officer within ten (10) working days.

The Departmental Personnel Officer will have twenty (20) working days following receipt of the request to reply.

47:04 STEP 3

Where no reply is received within the time limits prescribed, or where the employee considers the Departmental Personnel Officer's response unsatisfactory, the employee may forward a copy of the request directly to the Director of the Personnel Services Division, Civil Service Commission within 10 working days.

The Personnel Services Division of the Civil Service Commission will respond to the employee within 60 working days following receipt of the request. Should the request be denied, reasons will be provided.

47:05 Where no reply is received or where the employee considers the response unsatisfactory, the employee may appeal to the Civil Service Commission within twenty (20) working days upon expiry of the time limits prescribed or on receipt of the decision from the Personnel Services Division.

47:06 The time limits prescribed in this Article may be extended by mutual agreement of the employee and the party designated to respond.

CIVIL LIABILITY

48:01 If an action or proceeding is brought against any employee covered by this Agreement for an alleged tort committed by him or her in the performance of his or her duties, then:

(a) The employee, upon being served with any legal process, or upon receipt of any action or proceeding as hereinbefore referred to, being commenced against him or her shall advise the Government through the Deputy Minister of his or her department of any such notification or legal process;

(b) The Government shall pay any damages or costs awarded against any such employee in any such action or proceedings and all legal fees, and/or;

(c) The Government shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee if such settlement is approved by the Government through the Deputy Minister before the same is finalized; provided the conduct of the employee which gave rise to the action did not constitute gross negligence of his or her duty as an employee.

d) Upon the employee notifying the Government in accordance with paragraph (a) above, the Government and the employee shall forthwith meet and appoint counsel that is mutually agreeable to both parties. Should the parties be unable to agree on counsel that is satisfactory to both, then the Government shall unilaterally appoint counsel. The Government accepts full responsibility for the conduct of the action and the employee agrees to co-operate fully with appointed counsel.

EMPLOYEE FILES

49:01 Upon the written request of an employee, the Central Records file and Departmental file of that employee shall be made available for the employee's full examination. Such examination shall be in the presence of a representative of the Commission or a representative of the Department as the case may be. The employee has the option to have a representative present.

49:02 An employee may request a copy of specific documents on the employee's Central Records file or Departmental file. This provision shall not be unreasonably requested or denied.

LONG TERM DISABILITY INCOME PLAN

50:01 The parties agree that the government shall provide an employer paid Long Term Disability Income Plan for eligible employees. The regulations governing this plan will be agreed upon in a separate Memorandum of Agreement.

SENIORITY

51:01 "Seniority" means the length of service with the Government of Manitoba as defined in this Article provided such service has not been broken by termination of the employee.

51:02 Seniority for service up to and including December 31, 1984 shall be calculated in accordance with procedures outlined in a separate Memorandum of Agreement between the parties.

51:03 Seniority for service after December 31, 1984 shall include only the following:

a) regular paid time
b) periods of Workers' Compensation
c) periods of maternity leave
d) periods of adoptive parent leave
e) approved educational leave to a maximum of one year

f) any sick leave without pay necessary to satisfy the elimination period of the Long Term Disability Plan

g) leaves without pay to a maximum accumulation of 20 working days in a calendar year.

51:04 An employee will lose all seniority when the employee

a) resigns

b) retires

c) is dismissed and not reinstated

d) dies

e) is permanently laid-off

f) is terminated at the expiry of his or her term of employment. However, this subsection does not apply to a term employee who has been employed on a full-time basis for twenty-four (24) continuous months and who is re-employed within twelve (12) months of the expiration of his or her term of employment.

51:05 Separate seniority lists will be prepared by April 1 by each department based on service up to and including December 31 of the previous year. The lists will be posted at work locations as determined by the department.

51:06 Seniority lists will be prepared for the following types of employees by classification groupings in order of seniority:

a) Regular

b) Term

c) Departmental

51:07 Departmental employees whose classification varies between Labourer and Operator will be categorized as "Labourer/Operator" for seniority purposes.

51:08 Grievances concerning the calculation of seniority must be filed at Step 3 of the Grievance Procedure within twenty (20) working days of the date the employee became aware of the seniority calculation. Such grievances shall be restricted to the calculation of seniority in the calendar year immediately prior to the year in which the seniority list is posted.

PART-TIME EMPLOYEES

52:01 The calculation of benefits for part-time employees covered by this Agreement will be as set out in Appendix C - Application of Benefits to Part-Time Employees.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness

Minister

Peter Olfert

Witness

President of the Manitoba Government
Employees' Association

APPENDIX "A"

EXCLUSIONS FROM THE TERMS OF THE AGREEMENT

The bargaining unit shall comprise all employees as defined in this Agreement except those employees in positions mutually agreed to between the parties as managerial and/or confidential exclusions.

Guidelines to be considered in negotiating exclusions shall be:

1. position classifications the incumbent of which are employed for the primary purpose of exercising executive management functions.

2. position classifications the incumbents of which are employed in a confidential capacity in matters relating to labour relations.

The exclusions of incumbents of new classifications established by the government shall be determined by mutual agreement unless specifically excluded by virtue to their being covered by another bargaining unit as specified in Article 4:02 of the Master Agreement.

GENERAL

Associate Deputy Ministers; Senior Officers; Senior Engineers "D"; Executive Assistants to Ministers; Personnel Officers 1, 2 and 3; Departmental Personnel Administrators 1, 2, 3 and 4; Secretaries to Ministers; Secretary to Leader of the Opposition; Secretaries to Deputy Ministers; Secretaries to Assistant and Associate Deputy Ministers; Secretaries to Directors of Administration; Personal Secretaries to Personnel Officers; Staff of the Executive Council office, except Staff of the Information Services and Advertising Audit Branches; Staff of the Civil Service Commission office; the Ombudsman's Staff; New Careerists; and Auditors 1, 2, 3 and 4.

AGRICULTURE

Administrative Assistant to Deputy Minister
Co-ordinator of Policy and Programs
Director, (Agriculture)
Director, Regional Division
Director, Special Projects
General Manager, The Manitoba Water Services Board
Senior Departmental Accountant
Unit Manager, Computer Services

ATTORNEY GENERAL

Chief Court Reporter
Chief Judges Secretary
Chief Sheriff
Clerk of the County Court of Winnipeg
Co-ordinator, Central Administrative Services
Deputy Administrator of Court Services
Deputy Examiner of Surveys
Director, Civil Litigation
Director, Criminal Prosecutions
General Manager, Land Titles
General Manager, Public Trustee
Prothonotary
Registrar, Court of Appeal
Registrar, Personal Property Registry
Senior Departmental Accountant

BUSINESS DEVELOPMENT & TOURISM

Director, Research and Planning
Executive Director, Administration and Research
Senior Departmental Accountant
Systems Planning and Development Officer

COMMUNITY SERVICES

Area Directors, Personal Services
Assistant to Deputy Minister
Chief Probation Officer
Director, Child Day Care
Director, Child Welfare
Director, Marriage Conciliation
Director, Office of Residential Care
Director, Personnel Services
Director, Special Studies
Director, Statistics
Executive Director, Mental Retardation
Hospital Administrators 1,2
Payroll Services Supervisor
Personnel Records Supervisor
Recorder of Vital Statistics
Senior Departmental Accountant

CORRECTIVE AND REHABILITATIVE SERVICES

Assistant Directors of Corrections
Assistant to Director, Operations
Chief of Administration - Corrections
Deputy Superintendent, Headingley
Director of Correctional Human Resource Planning, Training & Development
Senior Departmental Accountant
Senior Investigator
Superintendents, Adult Institutions
Superintendents, Juvenile Institutions
Supervisor, Adult Detention Centre

MANITOBA DEVELOPMENTAL CENTRE

Business Manager
Director, Clinical Records
Director, Dietary Services
Director, Education and Training
Director, Housekeeping
Director Nursing Education
Director of Psychology
Director, Social Services
Hospital Laundry Manager
Medical Superintendent, Manitoba Developmental Centre
Nurses 6,7
Program Director, Manitoba Developmental Centre
Senior Nursing Administrator
Supervisor, Motivational Therapy

CONSUMER & CORPORATE AFFAIRS

Director, Arbitration
Director, Consumer's Bureau
Executive Secretary, Public Utilities Board
Senior Departmental Accountant
Senior Research Economist
Superintendent of Insurance

CO-OPERATIVE DEVELOPMENT

Director of Co-operative Development
Senior Departmental Accountant

CULTURE, HERITAGE & RECREATION

- Administrative Officer to Deputy Minister
- Director, Administration
- Director, Fitness and Recreation
- Director, Historical Resources
- Director, Planning and Development
- Director, Public Library Services
- Director, Regional Services
- Director, Research and Planning
- Director, Translation Services
- Legislative Librarian
- Personnel/Payroll Services Supervisor
- Provincial Archivist
- Queen's Printer
- Senior Departmental Accountant

EDUCATION

- Administrative Officer 1 (APB 007)
- Assistant Director, Educational Support Services
- Assistant Principal, Assiniboine Community College
- Assistant to Deputy Minister
- Chairperson - Adult & Continuing Education, ACC
    - Industrial & Technology, ACC
    - General Education & Education Support, KCC
    - Service Programs, KCC
    - Industrial & Technology Community Education. KCC
    - Adult & Continuing Education, RRCC
    - Evening Division, RRCC
    - Applied Arts, RRCC
    - Student Services, RRCC
    - Industrial & Technology, RRCC (2 positions)
    - Business Administration, RRCC
    - Business Education, RRCC
    - Health Sciences, RRCC
    - Teacher Education, RRCC
- Co-ordinator, Program Development Section
- Director, Media Branch
- Director, Native Education Branch
- Director, Personnel Services
- Director, Student Aid
- Financial Officer, University Grants Commission
- Manager, Computer Centre
- Manager, Management Information
- Manager, Textbook Bureau
- Personnel Documentation Clerk
- Personnel Officer
- Planning & Program Analyst 2 (YS 362, YS 102)
- Principal, School for the Deaf
- Senior Departmental Accountant - Education
- Senior Departmental Accountant - Colleges
- Special Assistant, Education
- Supervisor, Administration
- Supervisor, Financial Planning & Review
- Supervisor, Student Services

EMPLOYMENT SERVICES & ECONOMIC SECURITY

Assistant to Deputy Minister
Director, Employment Development and Youth Services
Director, Employment Services/Projects
Director, Employment, Training & Regional Services
Director, Immigration and Settlement
Director, Income Security
Director, Manitoba Bureau of Statistics
Director, Vocational Rehabilitation Services
Secretary, Social Services Advisory Board
Senior Departmental Accountant

ENERGY & MINES

Assistant to Associate Deputy Minister
Reservoir Engineer
Senior Departmental Accountant

ENVIRONMENT & WORKPLACE, SAFETY & HEALTH

Assistant to Deputy Minister
Chief of Environmental Control Programs
Director, Worker Advisor Office
Director, Workplace, Safety & Health

EXECUTIVE COUNCIL

Director, Advertising Audit Office

FINANCE

Administrative Policy Officers
Assistant Central Payroll Supervisor
Assistant Director of Disbursements
Central Payroll Co-ordinator
Central Payroll Supervisor
Director of Debt Management
Director of Money Management and Banking
Program Analysis and Review Officer
Senior Departmental Accountant
Staff of Administrative Policy Branch

GOVERNMENT SERVICES

Administration Officer, Emergency Measures Organization
Administrative Assistant to Minister
Administrative Assistant to Deputy Minister
Chief Construction Supervisor
Director of Administration
Director of Central Vehicle Services
Director, Purchasing Services
District Property Managers
Emergency Measures Co-ordinator
Fire and Safety Administrator
Maintenance Administrator
Management Analyst
Manager of the Office Equipment Branch
Manager, Gimli Industrial Park
Manager, Systems and Procedures
Materials Manager
Project Manager
Security Administration Officer
Senior Departmental Accountant
Superintendent of Central Provincial Garage

HEALTH

Administrative Officer, Personnel Services Branch
Area Directors, Personal Services
Assistant to Deputy Minister
Chief, Home Economist
Co-ordinator of Regional Programs
Co-ordinator, Special Studies
Dental Directors
Director, Continuing Care
Director, Dental Services
Director, Financial Services
Director, Health Education
Director, Health Promotion Directorate
Director, Hearing Conservation
Director, Management and Analytical Services
Director, Maternal & Child Health
Director, Medical Home Care Equipment and Supplies
Director, Mental Health Directorate
Director, Personnel Services
Director, Public Health Nursing
Director, Security (Lotteries Foundation)
Director, Sport
Director, Statistics
General Manager, Manitoba Lotteries & Gaming Commission
Payroll Services Supervisor
Personnel Records Supervisor
Regional Director
Senior Departmental Accountant

MENTAL HEALTH CENTRES

Business Manager
Director, Clinical Records
Director, Dietary Services
Director, Education and Training
Director, Housekeeping
Director, Motivational Therapy
Director, Nursing Education
Director, Psychology
Director, Social Services
Hospital Administrators 1, 2
Hospital Laundry Manager
Medical Superintendents (Mental Health Centres)
Nurses 6, 7
Senior Nursing Administrator
Systems Analyst, Brandon Mental Health Centre

MANITOBA HEALTH SERVICES COMMISSION

Chief Accountant
Comptroller
Director, Personal Care Homes
Director, Rural Facilities and Ambulance Services
Internal Auditor
Manager, Administrative Services
Manager, Ambulance & Emergency Health Services
Manager, Claims
Manager, Data Processing
Manager, Laboratory & X-Ray
Manager, Management Information
Manager, Systems and Procedures
Personnel Officer
Planning Consultant
Regional Supervisors, Lab and X-Ray
Senior Departmental Accountant

HIGHWAYS & TRANSPORTATION

Assistant District Manager
Assistant Mechanical Superintendent
Chairperson, Driver License Suspension Appeal Board
Chairperson, Highway Traffic Board
Chairperson, Highway Transport Board
Chairperson, Taxicab Board
Chief Bridge Engineer
Chief Pilot
Computer Services Manager
Construction Engineer
Contract Engineer
Deputy Registrar, Motor Vehicle Branch

Director of Administration
Director of Operations
Director of Planning & Design
Director, Highway Safety
Director, Licensing
Director, Planning
Director, Systems & Data Processing
Director, Transportation Services
District Engineers
Head, Air/Radio Services
Head, Airport Operations & Maintenance
Heavy Construction Manager
Maintenance Engineer
Maintenance Management Engineer
Materials and Research Engineer
Mechanical Superintendent
Mechanical Supervisors
Pre-Contract Engineer
Safety Co-ordinator
Secretary, Highway Traffic Board
Secretary, Motor Transport Board
Senior Departmental Accountant
Traffic Engineer
Winter Roads Manager

HOUSING

Director, Rentalsman Office
Personnel Officer
Senior Departmental Accountant

INDUSTRY, TRADE & TECHNOLOGY

Manager, Office Systems Integration Branch
Senior Departmental Accountant
Systems Planning & Development Officer

LABOUR

Affirmative Action Co-ordinator
Conciliation Officers 1, 2, 3
Director of Administration
Director of Apprenticeship
Director of Conciliation Services
Director, Employment Standards Division
Director, Labour Research
Director of Mechanical and Engineering Division
Executive Officer, Manitoba Labour Board
Fire Commissioner
Labour Board Officer
Registrar, Labour Board
Vice-Chairperson, Manitoba Labour Board

LEGISLATIVE ASSEMBLY

Assistant Clerk, Legislative Assembly
Clerk, Legislative Assembly
Senior Departmental Accountant

MUNICIPAL AFFAIRS

Administrative Assistant to Deputy Minister
Assessment Officers 6, 7
Manager, Research
Municipal Services Officer
Planning Co-ordinator
Senior Departmental Accountant
Supervisor, Municipal Accounting
Supervisor, Municipal Finance

NATURAL RESOURCES

Administrative Assistant to Minister
Assistant Director of Parks
Assistant to Senior Assistant Deputy Minister
Chief Instructor
Chief Park Planner
Chief Parks Engineer
Chief of Field Surveys
Chief of Interpretive Resources
Chief of Operations
Director of Operations
Engineering Section Heads
Financial Co-ordinator
Park Superintendent
Regional Managers
Regional Supervisors
Secretary to Director, Water Resources
Senior Departmental Accountant
Supervisor of Special Projects

NORTHERN AFFAIRS

Administrative Assistant, Administration
Assistants to the Deputy Minister
Budget Officer
Director, Financial Services
Director, Management Development Services
Director, Research and Planning
Senior Departmental Accountant

PROVINCIAL AUDITOR'S OFFICE

Audit Accountant, Payroll
Auditors 1, 2, 3 and 4
Senior Chartered Accountants
Senior Departmental Accountant

TREASURY BOARD

Administrative Assistant
Secretary to Treasury Board
Treasury Board Officer

URBAN AFFAIRS

Senior Departmental Accountant

APPENDIX "B"

"REMOTENESS ALLOWANCE"

1:01

Remoteness Allowances shall be paid to employees subject to the eligibility criteria and conditions laid down in this Article.

1:02

Eligibility Claim: A notorized eligibility claim, in a standard format to be determined by the Government in accordance with the provisions of this Article for the payment of dependent's or single rate of allowances shall be submitted to the employing authority when first requesting the allowance, and renewed not less frequently than annually thereafter, normally prior to the fiscal year or where any change in dependents claimed arises.

1:03

Single or Dependent's Allowance: Subject to section 1:05, the Single Allowance will be paid to employees that have established a residence and maintain a home in a location designated as a Remote Location and who are eligible for the payment of a Remoteness Allowance. Claims for Dependent's Allowance will be subject to sections 1:04 and 1:05 and to the following criteria and conditions:

The employee shall be supporting one or more dependents where a dependent includes:

- a marital partner living with and dependent on the employee for main and continuing support;

- an unmarried child under 18 years of age;

- an unmarried child over 18 years but under 21 years if in full time attendance at school or university or similar educational institution;

- an unmarried child of any age if physically incapable or mentally disturbed, provided such a child is dependent on the employee for support.

1:04

There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one year prior to the application for Dependent's rate.

1:05

Where both marital partners are employees of the Province of Manitoba in any Department, Board, Agency or Commission to which this Master Agreement or the Civil Service Regulations covering Remoteness Allowances apply, but subject to Section :06 that follows, the Dependent rate shall be paid to one partner only and the other partner will not receive either the Dependent or Single Rate of Remoteness Allowance.

1:06

Where both marital partners are employees of the Province of Manitoba in any Department, Board, Agency or Commission to which this Master Agreement or the Civil Service Regulations covering Remoteness Allowances apply, the Dependent rate will be paid to the permanent employee, if the other partner is temporary or departmental, or the first employee to be hired on a permanent basis, otherwise to the first employee hired. Where specially requested by both employees in writing, the Dependent's rate may be divided and equal amounts (to the nearest cent) paid to each employee.

1:07 - Locations and Residence

The Remoteness Allowance applicable to the location at which the employee has established his residence and maintains a family home is normally that which prevails; since the residence would be within normal daily travel distance to the employee's headquarters. Where there is doubt as to whether the employee's residence is established in relation to his headquarters the location for Remoteness Allowance shall be determined by the employing authority.

Where there is no community in relation to which the employee has a residence, for which an allowance can be established, the nearest community to the designated employee's workplace shall be considered to be the location for the allowance.

1:08 - Hourly Rated Personnel & Employees Hired on an "if, as and when" Basis -

Remoteness Allowances are to be determined separately from hourly wage rates. Except for employees hired on an "if, as and when" basis, Remoteness Allowances are to be considered on a daily basis, i.e. 1/10th of the bi-weekly rate, up to the maximum amount for the bi-weekly period, for the following conditions:

(a) for each day the employee is at work irrespective of the number of hours worked; OR

(b) for each day that the employee is recognized as being a "standby".

In order to qualify for the daily rate, an employee hired on an "if, as and when" basis is required to work one half or greater of the normal working hours (i.e. 7-1/4 or 8 hours) in any one day.

1:09 - Limitations

The Remoteness Allowances for the various communities, for Single or Dependent's as indicated, represent a maximum bi-weekly allowance relative to paid employment. They are payable during paid holidays and vacations taken during continued employment, during authorized paid sickness leave during continued employment, and as limited in Section 1:08 above for hourly-rated employees. They are not payable during periods of absence without pay. They are not included as part of regular earnings.

1:10 - **Rates**

The bi-weekly Remoteness Allowances relative to each location at Single and Dependent's rate are shown in Section 1:15 hereto. Communities in an eligible area for which no allowance has been established may be added to the list in accordance with the Government formula.

1:11 - Geographic Eligibility

No location will be included for Remoteness Allowance that is 250 Kilometers or less from the centre of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of 65 Kilometers or more by the most direct road to a Provincial Trunk Highway or paved Provincial Road, and the aggregate distance to the highway or paved road and thence to Winnipeg or Brandon totals 200 or more Kilometers. No location having road access and situated south of the 53° parallel of latitude will be included unless the criterion concerning off-highway access was met.

1:12 - Bunk-houses or Similar Accommodations

In areas where a Remoteness Allowance has been established, or can be established in relation to a specific community, where employees are provided with living quarters but are not provided board, such employees shall receive twenty-five percent (25%) of the Remoteness Allowance applicable to that community. Where such employees are to be stationed under such conditions in a remote location on a semi-permanent basis (i.e. for a period of three (3) months or more), they shall receive in addition twenty-five percent (25%) of the Remoteness Allowance applicable to that community.

The rates shall be based on the community closest to the location where accommodation is supplied.

Employees stationed in a remote area who are provided with room and board shall not receive any form of living or Remoteness Allowance.

1:13 - No Duplication of Allowance by Reason of Retroactivity

Any person hitherto entitled to receive an allowance under provisions replaced hereby, in respect of the period during which those provisions were in force and effect, shall be entitled to receive hereunder only the difference, if any, between what he was entitled to receive under those provisions and what he is entitled to receive hereunder.

1:14

A full time employee eligible for remoteness allowance as provided in this schedule shall be eligible, in each fiscal year (April 1 to March 31), to receive up to a maximum of two (2) days travel time without loss of regular pay.

1:15 BI-WEEKLY REMOTENESS ALLOWANCES

LOCATIONS	Effective April 27, 1985 DEPENDENTS	 SINGLE	Effective April 26, 1986 DEPENDENTS	 SINGLE
Anama Bay	$ 87.32	$ 53.94	$ 89.94	$ 56.56
Berens River	167.29	93.77	172.31	98.79
Bissett	110.97	64.25	114.30	67.58
Bloodvein River	169.80	95.37	174.89	100.46
Brochet	199.85	112.52	205.85	118.52
Churchill	161.55	96.12	166.40	100.97
Cormorant	94.31	59.13	97.14	61.96
Cranberry Portage	80.82	50.04	83.24	52.46
Crane River	75.30	47.26	77.56	49.52
Cross Lake	179.87	101.70	185.27	107.10
Easterville	82.52	51.19	85.00	53.67
Flin Flon	69.93	42.72	72.03	44.82
Gillam	143.71	85.26	148.02	89.57
Gods Lake Narrows	198.21	111.42	204.16	117.37
Gods River	200.79	113.16	206.81	119.18
Grand Rapids	80.22	48.68	82.63	51.09
Ilford	214.70	120.14	221.14	126.58
Island Lake or Garden Hill	184.67	103.12	190.21	108.66
Jen Peg	131.16	76.81	135.09	80.75
Lac Brochet	217.77	122.14	224.30	128.67
Leaf Rapids	110.93	67.58	114.26	70.91
Little Grand Rapids	177.97	98.61	183.31	103.95
Lynn Lake	114.55	68.00	117.99	71.44
Manigotagan	110.97	64.25	114.30	67.58
Matheson Island	88.85	54.97	91.52	57.64
Moose Lake	119.80	72.70	123.39	76.29
Negginan/Poplar Point	170.10	95.66	175.20	100.76
Nelson House	122.49	73.35	126.16	77.02
Norway House	160.00	89.43	164.80	94.23
Oxford House	194.44	108.73	200.27	114.56
Pikwitonie	156.85	92.04	161.56	96.75
Pukotawagan	129.25	77.89	133.13	81.77

contd.

Article 1:15 **Bi Weekly Remoteness Allowances**

LOCATIONS	Effective April 27, 1985 DEPENDENTS	Effective April 27, 1985 SINGLE	Effective April 26, 1986 DEPENDENTS	Effective April 26, 1986 SINGLE
Red Sucker Lake	$197.18	$110.57	$203.10	$116.49
St. Therese Point	184.67	103.12	190.21	108.66
Shamattawa	211.02	119.89	217.35	126.22
Sherridon	127.75	76.88	131.58	80.71
Snow Lake	95.97	58.56	98.85	61.44
Southern Indian Lake	203.25	114.66	209.35	120.76
Split Lake	211.48	117.98	217.82	124.32
Tadoule Lake	221.12	124.47	227.75	131.10
The Pas	65.63	39.34	67.60	41.31
Thicket Portage	156.51	91.81	161.21	96.51
Thompson	80.22	48.20	82.63	50.61
Wabowden	109.83	65.98	113.12	69.27
Waterhen	82.84	50.88	85.33	53.37
York Landing	213.31	121.58	219.71	127.98

APPENDIX C

APPLICATION OF BENEFITS TO PART TIME EMPLOYEES

DEFINITIONS

1:01 "Part time employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis.

1:02 "Casual employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis.

1:03 Accumulated service means the equivalent length of service acquired by an employee by virtue of his employment.

eg. For an employee in an 8 hour per day classification:

8 (7 1/4) hours work equals one day of accumulated service;
40 (36 1/4) hours work equals one week of accumulated service;
80 (72 1/2) hours work equals one bi weekly pay period of accumulated service;
168 (152 1/4) hours work equals one month of accumulated service;
2016 (1827) hours work equals one year of accumulated service;

Note: The figures for 7 1/4 hour per day classifications are shown in brackets.

a) For purposes of accumulated service, overtime hours are not included.
b) Accumulated service must be continuous service. i.e. there must have been no break in service involving termination of the employee.

1:04 Calendar service is based on continuous service with the employer. eg. one year of continuous employment equals one year of calendar service.

1:05 These guidelines are effective July 24, 1982.

APPLICATION

2:01 The Government Employees' Master Agreement applies only to part-time employees who

a) have been appointed in virtue of and under Section 17 of The Civil Service Act or

b) are term employees hired under the authority of The Civil Service Act.

2:02 The Government Employees' Master Agreement applies to part-time employees effective the first of the bi-weekly pay period following the attainment of 336 (304 1/2) hours of accumulated service.

2:03 The Government Employees' Master Agreement does not apply to casual employees.

2:04 The determination as to whether an employee is part-time or casual is the sole and exclusive right of management. The parties agree to meet in an effort to resolve any problems which may occur as to whether an employee is part-time or casual.

CONVERSIONS

3:01 A part-time employee who is converted to casual is no longer covered by the collective agreement effective the date of his conversion.

3:02 A casual employee who is converted to part-time status must complete the service requirement set out in Article 2 but receives no credit for calendar or accumulated service as a casual employee.

3:03 Where a part-time employee who has been covered by the collective agreement has been converted to casual employment and is subsequently reconverted to part-time employment with no break in service, the period of casual employment shall be treated as a period of leave of absence. While this does not affect the continuity of his employment, the period of casual employment does not count as calendar or accumulated service for purposes of benefit determination.

GENERAL PRINCIPLES

4:01 Where a benefit is to be pro rated for a part-time employee it will be calculated so that if two part-time employees were sharing a full time position the total cost to government of that benefit is no greater than the cost of having the position filled by a full-time employee.

4:02 In pro rating a benefit, the factor used shall be determined by totalling the number of regularly scheduled hours the employee has worked in the preceding eight weeks and dividing by 320 (290). i.e. 8 hours x 8 weeks x 5 days.

$$\text{Pro rating factor} = \frac{\text{number of regularly scheduled hours the employee worked in the preceding eight weeks}}{320\ (290)}$$

BENEFITS

5:01 Part-time employees will only be eligible for the benefits specifically identified in this section.

5:02 Holidays

a) An employee will be eligible for pay for a holiday on which the employee does not work provided the employee:

  i) did not fail to report for work after having been scheduled to work on the day of the holiday and

  ii) has not absented himself from work without the consent of the employing authority on his regular working day immediately preceding or following the holiday unless his absence is by reason of established illness.

b) Where an employee is eligible for holiday pay or time in lieu the employee shall receive an amount calculated by multiplying the regular daily working hours for the employee's classification times the pro rating factor.

5:03 Vacation

a) 21 days of accumulated service equals one vacation credit. (i.e. 1 1/4, 1 2/3, 2 1/12, or 2 1/2 days)

Note: an employee begins accumulating service on the first day of the month following his date of appointment unless the employee has been appointed on the first of a month.

b) Long service vacation eligibility is based on calendar service.

5:04 Sick Leave

a) 10 days of accumulated service equals one sick leave credit (i.e. 1/2 or 1 day)

Note: an employee starts accumulating service on the bi-weekly pay period following the date of appointment unless the employee has been appointed on the first day of a bi-weekly pay period.

b) calendar service is used to determine eligibility for receiving sick leave credits at a higher rate (i.e. one day per bi-weekly pay period rather than one half day per bi-weekly pay period).

c) Part-time employees are not eligible for additional sick leave extensions as provided under Article 26:06 of G.E.M.A.

5:05 Compassionate Leave, Paternity Leave, Adoptive Parent Leave, Court Leave

a) These types of paid leave will be pro rated by multiplying the number of days the employee would qualify for by the pro rating factor.

b) In the case of Adoptive Parent Leave without pay, an employee is eligible for the full calendar time benefit. (i.e. seventeen (17) weeks).

5:06 Maternity Leave

a) Part time employees are only eligible for Maternity Leave as set out in Plan A in the Collective Agreement.

b) To qualify for maternity leave, calendar service is used. (i.e. nine (9) months).

c) An employee who qualifies is eligible for the full calendar time leave provided under the Agreement. (i.e. 20 weeks)

d) The application of ten days sick leave towards the U.I.C. waiting period will be calculated by multiplying the number of days accumulated sick leave the employee has (up to 10 days) by the pro rating factor.

5:07 Workers' Compensation

An employee who is eligible for Workers' Compensation may use accumulated sick leave to supplement Workers' Compensation in order that the employee's regular take home pay is maintained. The regular take home pay shall be based on the average of the previous eight weeks work prior to becoming eligible for Workers' Compensation.

5:08 Bridging of Service

Calendar service shall be the basis for determining eligibility for this benefit. (i.e. 4 years)

5:09 Severance Pay

Accumulated service is the basis for meeting the minimum service requirement (i.e. 3 or 10 years) and for the calculation of severance pay (eg. 10 1/2 years accumulated service multiplied by one week's pay equals 10 1/2 weeks of severance pay).

5:10 **Remoteness Allowance**

Refer to the Government Employees' Master Agreement Appendix B Section 1:08.

5:11 **Notice of Lay-Off, Resignation or Termination**

a) The period of notice required to be given by the employee or the employer is the same as that applicable to full-time employees.

b) Pay in lieu of notice shall be calculated by multiplying the number of weeks notice by the pro rating factor.

5:12 **Merit Increases for other than Departmental Employees**

Eligibility for merit increases will be based on calendar service provided the employee has received pay for at least 416 (377) hours exclusive of overtime.

5:13 **Overtime**

a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification. (i.e. 8 (7 1/4) hours)

b) Overtime on a day of rest is only payable when an employee has worked at least five days in a week.

i.e. A part-time employee only has two "days of rest" per week.

Note: Certain shift configurations may require working more than five days per week without payment of overtime.

5:14 **Shift Premium**

An employee must work an entire 8 (or 7 1/4) hour shift in order to qualify for shift premium.

5:15 **Qualification Pay**

Qualification Pay shall be calculated by multiplying the pay an employee is eligible for by the pro rating factor.

5:16 Probation

a) The period of probation is based on calendar service.

b) Notwithstanding any provision of the collective agreement, this period may be extended by the employing authority for any reason provided twelve (12) months probation is not exceeded.

5:17 Seniority

Seniority is based on accumulated service.

5:18 Lay-Off

Accumulated service is used for purposes of lay-off.

5:19 Dental Plan

A part-time employee who has met the eligibility criteria for the Dental Plan shall be eligible for single coverage of dental expenses only. No coverage for a spouse or dependants will be provided. For purposes of eligibility determination, accumulated hours are used.
e.g. A regular employee requires 1040 (942.5) hours.
A term employee requires 2080 (1885) hours.

Employees hired prior to the effective date of this guideline will be credited with past service towards the eligibility criteria.

MEMORANDUM OF AGREEMENT

SUBJECT: GENERAL PAY ADJUSTMENT

Effective September 27, 1986 the hourly rates of pay in the component pay plans will be increased by a General Pay Adjustment to be determined as follows:

1) Calculate the Total Percentage (%) Change in the Winnipeg Consumer Price Index (CPI) All Items as determined by Statistics Canada for the 12 month period from October 1985 to September 1986. The Total % Change is the sum of the percent changes in each of the 12 months in the period.

$$\text{Total \% Change} = \text{\% Change in Index from Oct. '84 to Oct. '85} + \frac{\text{Nov. '85}}{\text{Nov. '84}} + \ldots\ldots + \frac{\text{Sept. '86}}{\text{Sept. '85}}$$

2) Calculate the Average Percentage (%) Change by dividing the Total % Change by 12. Round to the nearest tenth (1/10th) of a percent.

3) The General Pay Adjustment (GPA) will consist of two components - (a) a percentage component and (b) a dollar component.
   - a) Calculate the percentage component of the General Pay Adjustment by dividing the Average Percentage Change by 2.
   - b) Calculate the dollar portion of the General Pay Adjustment by applying the percentage component to the average bi-weekly salary in the bargaining unit. For purposes of this calculation the average salary will be $1,000.00 bi-weekly. The hourly amount will be calculated on the basis of the appropriate hours of work for the classification (i.e. 36 1/4 or 40 hours per week).

4) The hourly rates for each classification in the component pay plans will be increased by
   - a) applying the percentage component of the GPA
   - b) then applying the dollar component of the GPA
   - c) rounding the result to the nearest cent.

5) Example Calculation - if the Average % Change as determined in (2) equals 3%

a) Percentage component of GPA would be 1.5% (Based on $\frac{3\%}{2} = 1.5\%$)

b) The Dollar component is calculated as follows:
$1000.00 x 1.5% = $15.00 bi weekly.

  i) For 40 hour per week classes
  $\frac{15.00}{80}$ = $0.188 per hour

  ii) for 36 1/4 hour per week classes
  $\frac{15.00}{72.5}$ = $0.207 per hour

c) Increase the hourly rates for each classification in the component pay plans by:

  i) for 40 hour per week classes
  1.5% plus 18.8¢ per hour

  ii) for 36 1/4 hour per week classes
  1.5% plus 20.7¢ per hour

Round the result to the nearest cent.

R.S. Olien

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government

J.R. Buchannan.

Witness

Witness

APRIL 10/85

Date

MEMORANDUM OF AGREEMENT

SUBJECT: Lay-Offs

The parties hereto agree as follows:

1) This memorandum is effective March 15, 1985 to September 25, 1987 inclusive.

2) During the term of this memorandum there will be:

   a) no lay-offs of regular employees
   b) no lay-offs of term employees who have accumulated more than twelve (12) months of service
   c) no lay-offs of departmental employees who have accumulated more than twelve (12) continuous months of service unbroken by lay-off.

3) This lay-off provision does not apply to:

   a) term employees whose term has expired. However, it is the government's intention to maintain the employment of those employed in term positions where the need for the job functions is expected to continue.

   b) term employees whose services are terminated following the completion of a specific job for which they have been specifically employed.

4) The parties agree to meet in Joint Council to ensure that the spirit and intent of this agreement is implemented and maintained by the parties.

5) This Memorandum of Agreement is not a part of the Collective Agreement and is attached for information purposes only.

R. S. Olson APRIL/ 1/85

On Behalf of the MGEA Date On Behalf of the Government

J R Buchanan

Witness Witness

MEMORANDUM OF AGREEMENT

SUBJECT: Vacation

1) the parties hereto agree that effective April 1, 1985 employees will receive five twelfths (5/12) of a day's vacation per complete month of service in the 1984-85 vacation year.

2) Such vacation shall be in addition to any vacation to which they may be eligible under Section 25:02 of the Government Employees' Master Agreement.

3) Such vacation will be pro rated for seasonal departmental employees on the basis of each period of regular hours worked, exclusive of overtime, equivalent to 168 hours or 21 working days. No vacation will be given for any pay periods for which the employee was granted vacation pay.

4) In accordance with Section 5:03 of Appendix C, such vacation will be pro rated for part-time employees on the basis of each period of 21 days of accumulated service.

R. S. Olsen

On Behalf of the Manitoba Government Employees' Association

APRIL 10/85

Date

On Behalf of the Government

J R Buchanan.

Witness

Witness

MEMORANDUM OF AGREEMENT

SUBJECT: VACATION FOR 45, 50/40 and 54 HOUR PER WEEK EMPLOYEES

This Memorandum of Agreement will serve to confirm the understanding of the parties with respect to the vacation benefits to be provided to those designated departmental employees of the Department of Highways who have regularly been assigned by the department to work a work week of forty-five (45), fifty/forty (50/40) or fifty-four (54) hours as set out in Article 2:03 (a), (b) and (c) of the Trades Component Sub-Agreement.

It is further understood and agreed that these provisions will apply only when:

a) Vacation time is taken by the employees; or
b) The employee has been laid off with vacation owing; or
c) The employing authority has been unable to schedule part or all of an employee's vacation within the vacation year as provided in Subsection :08 of the Vacation Article of the Government Employees' Master Agreement.

Under no other circumstances will these provisions apply to "cash out" or pay in lieu of vacation time taken.

The parties agree that when taking vacation, eligible employees will receive pay based on the following:

a) a nine (9) hour day in the case of the forty-five (45) hour per week employees or
b) a nine (9) hour day in the case of the fifty/forty (50/40) hour per week employees, or
c) an eleven (11) hour day in the case of the fifty-four (54) hour per week employees except for a ten (10) hour day on Friday.

APRIL 10/85

For the Manitoba Government Employees' Association
Date
For the Government

J R Buchanan
Witness

Witness

MEMORANDUM OF AGREEMENT

SUBJECT: Government Employees' Master Agreement
Compassionate Leave
Article 28:06

For purposes of the administration of Article 28:06 and Article 26 - Sick Leave, the parties hereto agree as follows:

1) Any leave which may be granted to an employee under Article 28:06 will be deducted from the employee's sick leave credits in the following sequence:

   a) sick leave credits accumulated in previous years,
   b) subject to paragraph (2), sick leave credits accumulated in the current year,
   c) subject to paragraph (2), sick leave credits advanced to an employee pursuant to Article 26:10.

2) An employee's sick leave accumulation will not be reduced to less than 12 days per year as a result of the application of Article 28:06 of the Government Employees' Master Agreement.

R. S. Olien   APRIL 10/85

On Behalf of the Manitoba Government Employees' Association   Date   On Behalf of the Government

J R Buchanan

MEMORANDUM OF AGREEMENT

SUBJECT: MATERNITY LEAVE

The parties agree that for and in consideration of the Maternity Leave provisions negotiated into the 1984-87 Government Employees' Master Agreement, the Manitoba Government Employees' Association hereby agrees not to process to arbitration any grievances respecting the utilization of accumulated sick leave credits to cover part or all of an employee's maternity leave.

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government

APRIL 10/85

Date

J R Buchanan.

Witness

Witness

MEMORANDUM OF AGREEMENT

SUBJECT: PREPARATION OF SENIORITY LISTS FOR SERVICE UP TO AND INCLUDING DECEMBER 31, 1984

1. "Seniority" means the length of service with the Government of Manitoba as defined in this Article provided such service has not been broken by termination of the employee.

2. An employee will lose all seniority when the employee
   a) resigns
   b) retires
   c) is dismissed and not reinstated
   d) dies
   e) is permanently laid-off
   f) is terminated at the expiry of his or her term of employment. However, this subsection does not apply to a term employee who has been employed on a full-time basis for twenty-four (24) continuous months and who is re-employed within twelve (12) months of the expiration of his or her term of employment.

3. Seniority will be expressed in years of service to four (4) decimal places.

4. Seniority shall be based on department records and shall include only the following:
   a) regular paid time
   b) periods of Workers' Compensation
   c) any leave of absence up to twelve (12) consecutive months without pay or with partial pay.

5. Within six (6) months of the date of signing of this Memorandum of Agreement, departments shall make every reasonable effort to notify each employee of the employee's seniority as of December 31, 1984.

6. An employee will have twenty (20) working days from the date of notification to grieve, in writing, the calculation of his or her seniority to the Director of Personnel of the department concerned. The employee must also at that time provide the information which supports the employee's claim.

7. The Director of Personnel will review the information provided by the employee and render a decision within twenty (20) working days.

8. If the decision of the Director of Personnel is unacceptable to the employee, the employee with the approval of the Association may submit the matter to arbitration within twenty (20) working days of the decision.

9. Seniority lists will be posted within two (2) months of the last arbitration decision incorporating any revisions resulting from grievance or arbitration. The revised seniority lists shall be considered final and are not subject to grievance, appeal or arbitration.

On Behalf of the Manitoba Government
Employees' Association

On Behalf of the Government of Manitoba

APRIL 10/85
Date

J R Buchanan.
Witness

Witness

MEMORANDUM OF AGREEMENT

SUBJECT: Remoteness Allowance Section 1:12
Bunkhouse or Similar Accommodations

The parties hereto agree that the rates for the locations set out below will be maintained until the application of the provisions of Section 1:12 would provide a higher allowance. These amounts will be paid in lieu of the 25% of the Remoteness Allowance payable under Section 1:12. The payment of the additional 25% of Remoteness Allowance to employees stationed on a semi permanent basis applies to employees who qualify at these locations.

Location	
Bisset	$19.49
God's Lake Narrows	41.54
Island Lake	40.14
Norway House	34.59

APRIL 10/85

On Behalf of the Manitoba Government Employees' Association

Date

On Behalf of the Government

J R Buchanan

MEMORANDUM OF AGREEMENT

SUBJECT: DEPARTMENTAL EMPLOYEES

For purposes of this Memorandum, a "non-seasonal" departmental employee is an employee who has been employed by the department concerned - for four (4) or more years of continuous service, on a full-time, year-round basis with no break in service involving layoff of the employee.

Within sixty (60) days of the signing of this Memorandum the departments concerned shall prepare a list of the names of its "seasonal" departmental employees and a list of the names of its "non-seasonal" departmental employees.

Upon completion of such lists, a copy of each list shall be forwarded to the Association.

The parties agree to meet with the departments concerned with the view to discuss and resolve any problems which may arise as to whether an employee is "seasonal" or "non-seasonal".

R.S. Olsen

On behalf of the Manitoba Government Employees' Association

On behalf of the Government of Manitoba

J R Buchannan

Witness

Witness

APRIL 10/85

Date

MEMORANDUM OF AGREEMENT

SUBJECT: Equal Pay for Work of Equal Value

1) The parties agree to establish a Joint Committee consisting of three (3) representatives of the Association and three (3) representatives of the Government.

2) The purpose of the committee will be to:

   a) review the concept referred to as "equal pay for work of equal value".
   b) examine existing classifications within the bargaining unit in relation to this principle.
   c) submit a report on the committee's findings to the Minister Responsible for the Civil Service.

3) The Association shall notify the Government of its representatives within sixty (60) days of the signing of this agreement. The Government will notify the Association of its representatives within thirty (30) days of notification by the Association.

R.S. Olson

On Behalf of the Manitoba
Government Employees'
Association

APRIL 10/85

Date

On Behalf of the Government

MEMORANDUM OF AGREEMENT

SUBJECT: Joint Employee Assistance Program

1) A Joint Employee Assistance Program Committee will be established consisting of up to four (4) representatives appointed by each party to the Agreement.

2) Leave without loss of pay will be granted to up to three (3) representatives of the Association to attend Committee meetings.

R.S. Olien April/10/85

On Behalf of the Manitoba Government Employees' Association *Date* *On Behalf of the Government*

J.R. Buchanan.

Witness *Witness*

LETTER OF INTENT

SUBJECT: JOB SHARING

1) Job sharing is an alternative work arrangement whereby the duties and responsibilities of a full-time position may be restructured in a manner that would accommodate the employment of two or more employees on a part time basis.

2) The Civil Service Commission will endeavour to inform the Association of existing job share situations within the bargaining unit within sixty (60) days of the signing of this agreement.

3) The Civil Service Commission will inform the Association of new job share arrangements within the bargaining unit as they are brought to its attention.

4) it is also agreed that the Civil Service Commission will consult with the Association during the life of this collective agreement on the subject of job sharing and its impact on the bargaining unit.

Director of Staff Relations

April 10, 1995

Date

ADMINISTRATION COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the pay plan for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 All employees within this Sub-Agreement shall work seven and one quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thirty-six and one quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M., from Monday to Friday inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.

2:02 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 2:01, the employing authority, with the approval of the Civil Service Commission, may set different hours.

2:03 The number of daily and weekly hours as described in Section 2:01 may only be varied by mutual consent of the parties hereto.

2:04 Employees will be entitled to two rest periods of fifteen (15) minutes each per day at such time as may be specified by the head of the department.

2:05 The government policy regarding flexible hours for 'office' employees shall apply for the duration of this Sub-Agreement and is attached for information purposes.

OVERTIME

3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work beyond normal hours.

3:02 This Article dealing with compensation for overtime shall apply only to those employees who are in the classifications listed in the Overtime Schedule attached to this Sub-Agreement.

3:03 At the employee's option, authorized overtime shall be compensated by paying the employee for all hours worked at the applicable overtime rate or by granting the employee applicable time off in lieu.

3:04 An employee who is required to work beyond 7 1/4 hours on his scheduled work day is entitled to compensation at time and one-half (1 1/2x) for all hours worked.

3:05 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2x) for all hours worked.

3:06 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all hours worked. Second in this context means the second day in a series of consecutive calendar days of rest.

3:07 All time off in lieu shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

3:08 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement cannot be reached within the sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

3:09 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

4:02 By mutual agreement between the employee and the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay, or
b) payment at straight time hourly rates.

4:03 Time off under 4:02(a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.

4:04 Where arrangements under 4:02 are not made within 60 days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

ACTING STATUS

5:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

5:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

COURT LEAVE

6:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

STAND-BY

7:01 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be twelve dollars ($12.00) for each each twenty-four (24) hour period or less.

7:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

7:03 An employee on stand-by who is entitled to overtime compensation and who is called back to work shall be compensated in accordance with call-out provisions in addition to stand-by pay.

7:04 For the purpose of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

STAFF DEVELOPMENT

8:01 The parties recognize the desirability of ongoing staff development; and Educational Leave practices shall be as set forth from time to time in the Regulations under the Civil Service Act with respect thereto.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

G. Rodgers

Witness

Minister

Witness

President of the Manitoba Government Employees' Association

Witness

For the Component Negotiating Committee

OVERTIME SCHEDULE

Accountant 1
Accountant 2
Administrative Officer
Administrative Officer 1
Audit Accountant 1
Budget Analyst 1
Computer Programmer 1
Emergency Measures Officer
Motor Vehicle Administrator
Purchasing Agent 1
Resident Administrator 1
Student Auditor 1
Student Auditor 2
Student Auditor 3
Student Auditor 4
Supervisor, Eligibility Investigation Area
Supervisor, Registration M.H.S.C.
Systems Analyst 1
Systems Analyst 2
Treasury Officer 2 P.I.O.

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE							
ACCOUNTANT 1 EFF 85 09 28	A1	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	
ACCOUNTANT 2 EFF 85 09 28	A2	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	
ACCOUNTANT 3 EFF 85 09 28	A3	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	
ACCOUNTANT 4 EFF 85 09 28	A4	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
ADMIN ANALYST EFF 85 09 28	AAN	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
ADMIN OFFICER EFF 85 09 28	AO	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	
ADMIN OFFICER 1 EFF 85 09 28	AO1	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
ADMIN OFFICER 2 EFF 85 09 28	AO2	28407 1088.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	
ADMIN OFFICER 3 EFF 85 09 28	XO3	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98
ADMIN OFFICER 3 PIO EFF 85 09 28	AO3	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	37050 1420.28 19.59	
ADMIN OFFICER 4 EFF 85 09 28	XO4	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
ADMIN OFFICER 4 PIO EFF 85 09 28	AO4	31320 1200.60 16.56	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	
ADMINR MUN SERV BR EFF 85 09 28	AMU	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	

ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE								
AIRPORT MANAGER 1 EFF 85 09 28	RM1	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94		
AIRPORT MANAGER 2 EFF 85 09 28	RM2	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88		
AIRPORT MANAGER 3 EFF 85 09 28	RM3	28407 1088.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12		
ASSOC DIR VD CONT EFF 85 09 28	ADV	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1695.15 26.14		
ASST DIR INFO SERV EFF 85 09 28	ADI	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14		
ASST MGR CLAIMS EFF 85 09 28	AMC	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
ASST PRINCIPAL EDUC EFF 85 09 28	APE	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	
ASST SUPT H FOR YTH EFF 85 09 28	ASH	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
AUDIT ACCOUNTANT 1 EFF 85 09 28	AN1	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15		
AUDIT ACCOUNTANT 2 EFF 85 09 28	AN2	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	37050 1420.28 19.59	38544 1477.55 20.38		
AUDIT REVIEW OFF EFF 85 09 28	ARD	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30	53921 2066.98 28.51

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE							
BUDGET ANALYST 1 EFF 85 09 28	BA1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
BUDGET ANALYST 2 EFF 85 09 28	BA2	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
BUDGET ANALYST 3 EFF 85 09 28	BA3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
CH ADMIN OFF PSFB EFF 85 09 28	CAD	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
CH COMMUNITY COLLEGE EFF 85 09 28	CCC	37220 1426.80 19.68	38733 1484.80 20.48	40284 1544.25 21.30	41930 1607.33 22.17	43745 1676.93 23.13	45637 1749.43 24.13	47660 1827.00 25.20
COMPTR PROGRAM 2 PIO EFF 85 09 28	CP2	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
COMPTROLLER LAS EFF 85 09 28	CPL	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
COMPUTER PROGRAM 1 EFF 85 09 28	CP1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
COMPUTER PROGRAM 2A EFF 85 09 28	X2A	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.46 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE							
COMPUTER PROGRAM 2B EFF 85 09 28	X2B	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41156 1577.60 21.76
COMPUTER PROGRAM 3 EFF 85 09 28	CP3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
COMPUTER PROGRAM 4 EFF 85 09 28	CP4	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99
COMPUTER PROGRAM 5 EFF 85 09 28	CP5	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
CONSULTANT SPEC ED EFF 85 09 28	CED	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99
COORD NEW CAREER ED EFF 85 09 28	CNC	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	
COORD PHARM SERV EFF 85 09 28	CPH	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41156 1577.60 21.76	
CURRICULUM CONSULT EFF 85 09 28	CRC	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
DEP COORD EMO EFF 85 09 28	DCM	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
DEP PUBLIC TRUSTEE EFF 85 09 28	DPT	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99
		47377 1816.13 25.05						
DIR TRAINING SERV EFF 85 09 28	DTS	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	

ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE							
ED ADMIN CONSULTANT EFF 85 09 28	EAC	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
EDUCATIONAL DEV OFF EFF 85 09 28	EDO	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41156 1577.60 21.76
FINANCIAL CONSULTNT EFF 85 09 28	FCN	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
FINANCIAL SYST SPEC EFF 85 09 28	FSS	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
HEALTH COMM OFF 1 EFF 85 09 28	HF1	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
HEALTH COMM OFF 2 EFF 85 09 28	HF2	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
HEALTH COMM OFF 3 EFF 85 09 28	HF3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
HEALTH COMM OFF 4 EFF 85 09 28	HF4	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
HOSP CONSUL FIN PIO EFF 85 09 28	HCF	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	
HOUSING AUTH COORD EFF 85 09 28	HAC	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91

CLASSIFICATION TITLE	PAY CODE							
LIBRARY DIRECTOR 1 EFF 85 09 28	LD1	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
MANAGEMENT ANALYST 1 EFF 85 09 28	MB1	23660 906.98 12.51	24530 940.33 12.97	25419 974.40 13.44	26383 1011.38 13.95	27367 1049.08 14.47	28426 1089.68 15.03	29504 1131.00 15.60
		30677 1175.95 16.22	31906 1223.08 16.87	33173 1271.65 17.54				
MANAGEMENT ANALYST 2 EFF 85 09 26	MB2	32625 1250.63 17.25	33911 1299.93 17.93	35253 1351.40 18.64	36672 1405.78 19.39	38166 1463.05 20.18	39736 1523.23 21.01	41381 1586.30 21.88
MANAGEMENT ANALYST 3 EFF 85 09 28	MB3	37220 1426.80 19.68	38733 1484.80 20.48	40284 1544.25 21.30	41930 1607.33 22.17	43745 1676.93 23.13	45637 1749.43 24.13	47660 1827.00 25.20
MANAGER STUDENT AID EFF 85 09 28	MSA	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76	
MOTOR VEH ADMINISTR EFF 85 09 28	MVA	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	
PLANNING CONSULTANT EFF 85 09 28	PCO	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30
		53921 2066.98 28.51						
PRINCIPAL COR SC BR EFF 85 09 28	PRC	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	
PRODUCTION SPVR EFF 85 09 28	PSH	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
PROGRAM COORD EDUC EFF 85 09 28	PCD	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30
		53921 2066.96 28.51						
PROGRAM COORD EX SE EFF 85 09 26	PCE	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE							
PURCHASING AGENT 1 EFF 85 09 28	PA1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	
PURCHASING AGENT 2 EFF 85 09 28	PA2	29465 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	
PURCHASING AGENT 3 EFF 85 09 28	PA3	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	37050 1420.28 19.59	38544 1477.55 20.38	
REGIONAL COORD CDS EFF 85 09 28	RCD	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
REGISTRAR EDUCATION EFF 85 09 28	RE	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
RESIDENT ADMINSTR 1 EFF 85 09 28	RA1	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33076 1268.03 17.49	
RESIDENT ADMINSTR 2 EFF 85 09 28	RA2	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98	
RESIDENT ADMINSTR 3 EFF 85 09 28	RA3	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
RESIDENT ADMINSTR 4 EFF 85 09 28	RA4	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
RESIDENT ADMINSTR 5 EFF 85 09 28	RA5	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	
RESIDENT ADMINSTR 6 EFF 85 09 28	RA6	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	
SECRETARY MHRC EFF 85 09 28	SBH	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1616.13 25.05
SECRETARY MHSC EFF 85 09 28	SMH	33097 1268.75 17.50	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05
		43500 1667.50 23.00						

CLASSIFICATION TITLE	PAY CODE							
SECRETARY MUN BD EFF 85 09 28	SMB	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
SECRETARY UGC EFF 85 09 28	SGC	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
SPVR ELIG INV AREA EFF 85 09 28	SEI	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
SPVR FOOD SERV RRCC EFF 85 09 28	SVF	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76	
SPVR REGISTRAT MHSC EFF 85 09 28	SRG	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
SPVR SCHOOL BRDCSTS EFF 85 09 28	SSB	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99
		47377 1816.13 25.05						
SPVR SCHOOL TRANSP EFF 85 09 28	SVT	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76
SR CONSUL INSTR P&E EFF 85 09 28	SCE	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99
STUDENT AUDITOR 1 EFF 85 09 28	SA1	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.06 8.87	17305 663.38 9.15	17891 685.85 9.46	
STUDENT AUDITOR 2 EFF 85 09 28	SA2	19991 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	
STUDENT AUDITOR 3 EFF 85 09 28	SA3	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	
STUDENT AUDITOR 4 EFF 85 09 28	SA4	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

ADMINISTRATION

CLASSIFICATION TITLE	PAY CODE							
SYSTEMS ANALYST 1 EFF 85 09 28	SL1	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	
SYSTEMS ANALYST 2 EFF 85 09 28	SL2	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	
SYSTEMS ANALYST 3 EFF 85 09 28	SL3	28407 1088.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1216.00 16.77	32984 1264.40 17.44	34270 1313.70 18.12	
SYSTEMS COORD PIO EFF 85 09 28	SYC	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
SYSTEMS COORD 1 EFF 85 09 28	SY1	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
SYSTEMS COORD 2 EFF 85 09 28	SY2	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
SYSTEMS COORD 3 EFF 85 09 28	SY3	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30
		53921 2066.98 28.51						
TAX AUDIT SPVR EFF 85 09 28	TXS	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30	53921 2066.98 28.51	
TAX AUDITOR 1 EFF 85 09 28	TX1	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98	
TAX AUDITOR 2 EFF 85 09 28	TX2	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
TAX AUDITOR 3 EFF 85 09 28	TX3	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	

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EFFECTIVE 85 09 28                PROVINCE OF MANITOBA                      PAGE 137
 THROUGH  86 09 26              SALARY SCHEDULE - APPENDIX A1
                                       ADMINISTRATION

   CLASSIFICATION        PAY
       TITLE             CODE

 TAX AUDITOR 4           TX4
       EFF  85 09 28              40095     41703     43500     45372     47377     49438
                                1537.00   1598.63   1667.50   1739.28   1816.13   1895.15
                                  21.20     22.05     23.00     23.99     25.05     26.14

 TELECOMM DEV OFF        TDF
       EFF  85 09 28              37069     38544     40095     41703     43500     45372     47377
                                1421.00   1477.55   1537.00   1598.63   1667.50   1739.28   1816.13
                                  19.60     20.38     21.20     22.05     23.00     23.99     25.05

 TRAINING CONSULTANT     TRC
       EFF  85 09 28              32549     33816     35121     36521     38015     39547     41154
                                1247.73   1296.30   1346.33   1399.98   1457.25   1515.98   1577.60
                                  17.21     17.88     18.57     19.31     20.10     20.91     21.76

 TREASURY OFF 2 P10      TR2
       EFF  85 09 28              23679     24549     25419     26364     27348     28388     29466
                                 907.70    941.05    974.40   1010.65   1048.35   1088.23   1129.55
                                  12.52     12.98     13.44     13.94     14.46     15.01     15.58

                                  30620     31811     33078
                                1173.78   1219.45   1268.03
                                  16.19     16.82     17.49
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CLERICAL COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the pay plan, hereinafter referred to as Appendix "A" for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement and all articles contained therein shall be applicable to employees in this Component.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement, from the previous Sub-Agreement, shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 All employees, except where otherwise specified within the provisions of this Sub-Agreement shall work thirty-six and one-quarter (36 1/4) hours per week.

2:02 (1) Regular Work Day and Regular Work Week

Employees shall work seven and one-quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thiry-six and one-quarter (36 1/4) hours per work week. Alterations to the foregoing shall only be by written mutual consent of both the parties to this Collective Agreement. This provision does not relate to the times of work in 2:02(2), or the days of work in 2:02(3).

(2) Times of Work

Normal office hours shall be between 8:30 A.M. and 5:00 P.M, except for Storekeepers and Stores Clerks. Where the necessity to provide service to the public creates a need to set different times of work, the Department, through Staff Relations Branch, after meaningful consultation with the M.G.E.A., may set different times of work. This provision does not relate to the work day and work week in 2:02(1), or the days of work in 2:02(3).

(3) Days of Work

The days of work shall be Monday to Friday inclusive except where it is necessary to provide service to the public on Saturdays, when sufficient staff may be maintained at the discretion of the Department.

2:03 Normal hours of work for Storekeepers and Stores Clerks shall be determined by operational requirement, subject to the provisions of 2:02(1) and 2:02(3).

2:04 The Flexible Hours Guidelines for 'office' employees shall apply for the duration of this Sub-Agreement and are attached for informational purposes.

2:05 Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day at such times as may be specified by the head of the department, or the employees' immediate supervisor.

OVERTIME

3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:02 Every reasonable effort shall be made to ensure that all overtime work is distributed equitably amongst employees who are able to perform the required duties.

3:03 An employee who is required to work overtime on his regular work day shall receive compensation at time and one half (1 1/2x) for all overtime worked.

3:04 An employee who is required to work on his first day of rest shall receive compensation at time and one-half (1 1/2x) for the first four hours and double time (2x) thereafter.

3:05 An employee who is required to work on his second day of rest shall receive compensation at double time (2x) for all time worked. Second in this context means the second day of rest in the employee's work week.

3:06 An employee, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee equivalent time off in lieu thereof.

3:08 All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

3:09 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

SHIFT PREMIUM

4:01 An employee who works a full shift where one-half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars and twenty cents ($3.20) for the shift in addition to his regular pay.

4:02 The shift premium shall not be included in the calculation of overtime payment, superannuation, group life, sick leave, or other employee benefits.

ACTING STATUS

5:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

5:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

COURT LEAVE

6:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the Government.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness

Minister

Witness

President of the Manitoba Government Employees' Association

D. Holmes

Witness

R.E. Hayward

For the Component Negotiating Committee

FLEXIBLE HOURS GUIDELINES

A division or branch within a Department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office shall normally remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after established office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

MEMORANDUM OF AGREEMENT

COMPUTER OPERATORS - WORK SHIFTS

It is the understanding of both parties that employees classified as Computer Operators at the Health Services Commission may, at the discretion of management, be subject to one of the following shift conditions:

A. Hours as contained in the Clerical Component Sub-Agreement.

B. 0700 to 1500 or 1500 to 2300, Monday to Friday, being 8 hour shifts of 7 1/4 hours work and 3/4 hours unpaid meal period.

C. As follows:

1) Hours of Work

7:00 A.M. - 7:00 P.M. 7:00 P.M. - 7:00 A.M.

with meal periods totalling 90 minutes. All employees shall work one of the following shifts:

Shift I - 2 on, 2 off, 4 on, 8 off, 4 on, 2 off, 3 on, 2 off, 1 on
Shift II - 1 off, 3 on, 2 off, 3 on, 2 off, 4 on, 8 off, 4 on, 1 off
Shift III - 2 off, 4 on, 2 off, 3 on, 2 off, 3 on, 2 off, 4 on, 6 off
Shift IV - 1 on, 8 off, 4 on, 2 off, 3 on, 2 off, 3 on, 2 off, 3 on

For the purpose of computing hours worked, meal periods shall all be considered to take place during the 0001 to 0700 A.M. portion of the night shift or the noon to 1900 (7:00 P.M.) portion of the day shift.

2) Sick Leave

Sick leave shall accumulate in accordance with the Government Employees' Master Agreement. An employee who is absent because of illness shall have sick leave credits reduced on a pro-rata basis (i.e. an employee who is absent for one work day shall have sick leave credits reduced by 1.5 days.)

3) Time worked on an employee's day of rest shall be compensated in accordance with the following:

First day of rest	1 1/2x	Fifth day of rest	1 1/2x
Second day of rest	2x	Sixth day of rest	2x
Third day of rest	1 1/2x	Seventh day of rest	1 1/2x
Fourth day of rest	2x	Eighth day of rest	2x

Double time (2x) shall be paid after four (4) hours on the first, third, fifth, and seventh day of rest.

4) Holidays

Employees on this schedule shall receive a shift-off or 7 1/4 hours pay in lieu at the employee's option where a holiday falls on an employee's day of rest. In addition to a shift-off, or 7 1/4 hours pay, an employee who works on a holiday shall receive time and one-half (1 1/2x) for all time worked or equivalent time off in lieu at the employee's option.

5) Other terms and conditions of employment as mentioned in the Government Employees' Master Agreement and the Clerical Component Sub-Agreement shall apply.

6) In each four (4) week period, Management will designate two (2) hours time off for each employee. Whenever possible, such time shall be taken at a time chosen by the employee. Employees not receiving such two hours reduction of work from the foregoing four (4) week shift schedules shall be compensated by two (2) hours pay at time and one half (1 1/2x).

It is agreed that at least seven (7) calendar days notice in advance of changing an employee's schedule from one to another of the three shift structures as in A, B and C of this Memorandum, shall be given to each employee and it is further agreed that employees shall not have their shift changed in order to circumvent the payment of overtime.

After discussion with the other party, either party may terminate this agreement with fourteen (14) calendar days notice to the other party.

For the Manitoba Government
Employees' Association

Government Negotiator

MEMORANDUM OF AGREEMENT

SWITCHBOARD OPERATORS

It is agreed that Switchboard Operators shall, where necessary, be assigned shift duties to cover operations up to twenty-four hours per day and seven days per week.

For the Government

For the M.G.E.A.

Witness

Witness

Date April 10, 1985

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

CLERICAL

CLASSIFICATION TITLE	PAY CODE						
ACCOUNT MACH OPER 1 EFF 85 09 28	AM1	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46
ACCOUNT MACH OPER 2 EFF 85 09 28	AM2	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43
ACCOUNT MACH OPER 3 EFF 85 09 28	AM3	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38
ACCOUNTING CLERK 1 EFF 85 09 28	AK1	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38
ACCOUNTING CLERK 2 EFF 85 09 28	AK2	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98
ADMIN SECRETARY 1 EFF 85 09 28	AY1	14865 569.85 7.86	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	
ADMIN SECRETARY 2 EFF 85 09 28	AY2	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75
ADMIN SECRETARY 3 EFF 85 09 28	AY3	17570 673.53 9.29	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99
ADMIN SECRETARY 4 EFF 85 09 28	AY4	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79	21163 811.28 11.19	21882 838.85 11.57
ADMIN SECTY CH JUST EFF 85 09 28	AYC	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98
ADMIN SECTY JUDGE EFF 85 09 28	AYJ	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38	22279 854.05 11.78

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
AUDIT CLERK 1 EFF 85 09 28	AC1	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79
AUDIT CLERK 2 EFF 85 09 28	AC2	19991 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52
BLUEPRINT OP 1 EFF 85 09 28	BO1	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75
BLUEPRINT OP 2 EFF 85 09 28	BO2	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43
CALCUL MACH CLERK 1 EFF 85 09 28	C1C	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46
CALCUL MACH CLERK 2 EFF 85 09 28	C2C	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43
CALCUL MACH CLERK 3 EFF 85 09 28	C3C	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79	21163 811.28 11.19
CALCUL MACH OP 2 PIO EFF 85 09 28	M2C	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79
CALCUL MACH OP 3 PIO EFF 85 09 28	M3C	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38
CLAIMS CONG CL MHSC EFF 85 09 28	CCK	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1

CLERICAL

CLASSIFICATION TITLE	PAY CODE						
CLERK 1 EFF 85 09 26	CL1	14449 553.90 7.64	14865 569.85 7.86	15300 586.53 8.09	15773 604.65 8.34		
CLERK 2 EFF 85 09 28	CL2	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46
CLERK 3 EFF 85 09 28	CL3	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79	21163 811.28 11.19
CLERK 4 EFF 85 09 28	CL4	19991 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52
CLERK 5 EFF 85 09 28	CL5	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94
CLERK-TYPIST 1 EFF 85 09 28	CT1	14449 553.90 7.64	14865 569.85 7.86	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	
CLERK-TYPIST 2 EFF 85 09 26	CT2	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46
CLERK-TYPIST 3 EFF 85 09 28	CT3	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79
COMPUTER OP 1 EFF 85 09 28	OP1	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79
COMPUTER OP 2 EFF 85 09 28	OP2	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98
COMPUTER OP 3 EFF 85 09 28	OP3	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46
COMPUTER OP 4 EFF 85 09 28	OP4	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

CLERICAL

CLASSIFICATION TITLE	PAY CODE						
KEYPUNCH OP SPVR 1 EFF 85 09 28	KS1	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98
KEYPUNCH OP SPVR 2 EFF 85 09 28	KS2	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94
KEYPUNCH OP 1 EFF 85 09 28	KO1	14865 569.85 7.86	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	
KEYPUNCH OP 2 EFF 85 09 28	KO2	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08
KEYPUNCH OP 3 EFF 85 09 28	KO3	17570 673.53 9.29	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99
MED RECORDS TECHN EFF 85 09 28	MRT	19991 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52
MICROFILM OP EFF 85 09 28	MFO	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46
POSTAL CLERK 1 EFF 85 09 28	LC1	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	
POSTAL CLERK 2 EFF 85 09 28	LC2	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79	
POSTAL CLERK 3 EFF 85 09 28	LC3	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44
STOREKEEPER 1 EFF 85 09 28	ST1	18761 719.20 9.92	19385 743.13 10.25	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38	22260 853.33 11.77
STOREKEEPER 2 EFF 85 09 28	ST2	20653 791.70 10.92	21371 819.25 11.30	22090 846.80 11.68	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98
STOREKEEPER 3 EFF 85 09 28	ST3	22090 846.80 11.68	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25400 973.68 13.43	26364 1010.65 13.94
STOREKEEPER 4 EFF 85 09 28	ST4	23679 907.70 12.52	24549 941.05 12.98	25400 973.68 13.43	26364 1010.65 13.94	27348 1048.35 14.46	28407 1088.95 15.02

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CLERICAL

CLASSIFICATION TITLE	PAY CODE						
STORES CLERK 1 EFF 85 09 28	SC1	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19066 730.80 10.08
STORES CLERK 2 EFF 85 09 28	SC2	17891 685.85 9.46	18440 706.88 9.75	19066 730.80 10.08	19726 756.18 10.43	20388 781.55 10.78	
SWITCHBOARD OPER 1 EFF 85 09 28	SW1	14449 553.90 7.64	14865 569.85 7.86	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	
SWITCHBOARD OPER 2 EFF 85 09 28	SW2	15300 586.53 8.09	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46
SWITCHBOARD OPER 3 EFF 85 09 28	SW3	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19066 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79
WORD PROCESSOR 1 EFF 85 09 28	WP1	17002 651.78 8.99	17570 673.53 9.29				
WORD PROCESSOR 2 EFF 85 09 28	WP2	17570 673.53 9.29	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.76 10.99
WORD PROCESSOR 3 EFF 85 09 28	WP3	19991 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52
WORD PROCESSOR 4 EFF 85 09 28	WP4	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98
WORD PROCESSOR 5 EFF 85 09 28	WP5	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94
WORD PROCESSOR 6 EFF 85 09 28	WP6	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88

CORRECTIONS COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Pay Plan for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All amendments and/or revisions to the 1982-84 Corrections Sub-Agreement shall become effective from the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement.

HOURS OF WORK

2:01 All employees shall come within forty (40) hours of work per week.

2:02 Employees shall work a regular work day of eight (8) consecutive hours exclusive of meal periods and a regular work week of forty (40) hours. Such meal periods shall not exceed thirty (30) minutes in duration.

2:03 Where an employee is designated to be on duty to supervise residents during his meal period, or where an employee is required to remain in the Correctional Institution for security reasons during his meal period, such time shall form part of his work day. Such employee shall be entitled to receive a meal free of charge.

2:04 Any variations to a work day or work week other than those described in Sections 2:02 shall only be instituted by mutual consent of both of the parties hereto.

2:05 Employees shall be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

2:06 Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.

OVERTIME

3:01 For the purpose of this Agreement, overtime shall mean:

a) In the case of a full-time employee, authorized time worked in excess of his regular work day or regular work week;

b) In the case of a part-time employee, all authorized time worked in excess of eight (8) hours in a day or forty (40) hours in a week.

3:02 A supervisor authorized to do so, may require an employee under his authority to work overtime.

3:03 The sections of this Sub-Agreement dealing with compensation for overtime shall apply to those employees who are in a classification listed in Appendix "B" attached to and forming part of this Component Sub-Agreement.

3:04 An employee who works overtime on his regular work day shall be compensated at time and one-half (1 1/2x) for all such time worked.

3:05 An employee who works on his first day of rest shall be compensated at time and one-half (1 1/2x) for the first four (4) hours of overtime and double time (2x) for all time worked thereafter on that day.

3:06 An employee who works on his second day of rest shall be compensated at double time (2x) for all time worked.

3:07 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his regular work day. A meal break shall not be regarded as affecting contiguity.

3:08 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:09 a) Where an employee has chosen to receive time off in lieu of overtime payment, such time off shall be granted at a time mutually agreeable to the employee and a supervisor authorized to grant such time off within ninety (90) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Such mutual agreement between the employee and the authorized supervisor shall not be unreasonably withheld.

b) Where mutual agreement has not been reached within this ninety (90) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

3:10 Overtime shall be paid at the appropriate step within the employee's pay range attached to his classification excluding any extra qualification payments.

3:11 Where an employee is required, as a general condition of employment to take a course upgrading his qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes on his day(s) of rest, he may be compensated for such days through time off at straight time.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

4:02 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

4:03 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay, or
b) payment at straight time hourly rates.

4:04 Time off under 4:03(a) shall be at a time agreed to by the employing authority or authorized supvervisory official.

4:05 Where arrangements under 4:03 are not made within one year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

SHIFT PREMIUM

5:01 An employee who works a shift where half or more of the hours are worked between 5:00 P.M. and 5:00 A.M., shall receive a shift premium of three dollars and sixty cents ($3.60) for the shift in addition to his regular pay.

Effective September 28, 1985 such shift premiun shall be increased to three dollars and eighty cents ($3.80).

Effective January 4, 1986 such shift premium shall be increased to four dollars ($4.00).

5:02 An employee who works an overtime shift will be eligible for shift premium provided the employee is replacing another employee who would have received the shift premium if he has worked the shift. An overtime shift is defined as a full shift, ie. seven and one-quarter (7 1/4) or eight (8) hours which is worked by an employee on an overtime basis.

5:03 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

WEEKEND PREMIUM

6:01 An employee shall recieve thirty-five cents (35¢) premium for all regular hours of work or portions thereof on a Saturday or Sunday.

6:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

6:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

6:04 This provision is effective on April 27, 1985.

STAND-BY

7:01 Where an employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars $6.00 for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

7:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee; and must be available to return for duty as quickly as possible if called.

7:03 An employee on stand-by who is called back to work, shall be compensated in accordance with call-out provisions of Article 3:07 in addition to stand-by pay.

CAMP ALLOWANCE

8:01 a) An employee who is employed at a camp operated for Correctional Services shall receive a camp allowance of ten dollars ($10.00), in addition to his normal salary, for each scheduled twenty-four (24) hour period or portion thereof during which he is employed at the camp.

b) In addition to the allowance specified in 8:01(a), where an employee in a Corrective and Rehabilitative Camp is required to work in excess of his regular daily hours, as defined in the Memorandum of Agreement entitled "Corrective and Rehabilitative Camps - Four Day Work Week", he shall receive 5% of his current bi-weekly salary in addition to his regular pay. This payment shall be for all time worked in excess of his regular daily hours, and shall be in lieu of daily overtime stand-by, call out, or shift premium.

8:02 An employee required to be at a Correctional Camp during the normal meal period shall be provided with a meal free of charge.

ACTING STATUS

9:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

SUPERVISORY PAY

10:01 Where a Correctional Officer I or a Juvenile Counsellor I is temporarily assigned the supervisory duties of a higher classification in the absence of the incumbent in that position in a correctional institution for two or more consecutive working days, such Correctional Officer I or Juvenile Counsellor I shall be paid at the rate of pay for the higher classification from the date of such temporary assignment of supervisory duties until such temporary assignment is revoked.

10:02 A Correctional Officer I or a Juvenile Counsellor I who is receiving supervisory pay shall not be eligible to receive acting status pay as described in Article 9:01 of this component sub-agreement.

COURT LEAVE

11:01 a) An employee who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all witness fees received by the employee shall be remitted to the Government.

b) Should an employee be summoned or subpoenaed for matters occasioned by his work during his off duty hours, or while he is on vacation, he shall receive applicable overtime rates in accordance with Article 3 of this sub-agreement. An employee's lost vacation time will not be recredited to him.

PAYMENT OF MONIES

12:01 Monies owed to employees for overtime, call-back, stand-by, and camp pay shall be calculated and paid as expeditiously as possible.

JOINT CONSULTATION COMMITTEE

13:01 A joint consultation Committee will be established and maintained in each of the permanent correctional institutions. Each Committee shall consist of no more than three (3) representatives of the Government and three (3) representatives of the Association. Except by mutual agreement, this Committee shall meet once each month for the purpose of discussing matters of mutual concern, and which either party considers appropriate for discussion by the Committee.

13:02 The Committee may make recommendations to the Association and the Government with respect to its discussion and conclusions, but it shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of the Government Employees' Master Agreement or this Sub-Agreement. The Committee shall not supercede the activities of any Committee of the Association or of the Government and it does not have the power to bind either the Association or its members or the Government to its decisions or conclusions.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

A.R. Mackling

Witness

Minister

Peter Olfert

Witness

President of the Manitoba Government Employees' Association

Robert Waldeck

Witness

For the Component Negotiating Committee

APPENDIX "A"

OVERTIME SCHEDULE

Assistant Superintendent (Operations)

Correctional Officer 1, 2, 3, 4

Correctional Trades Instructor 1, 2, 3

Correctional Services Officer 1, 2

Juvenile Counsellor 1, 2, 3, 4

MEMORANDUM OF AGREEMENT

CORRECTIVE AND REHABILITATIVE CAMPS - FOUR DAY WORK WEEK

1. The parties hereto agree that all employees who are assigned to work at Satellite Correctional Camps, as well as those employees who are assigned to work at Corrective and Rehabilitative Camps shall work forty (40) hours per week on a shift consisting of four (4) ten (10) hour days on and three (3) days off.

2. Days off shall be scheduled on a consecutive basis unless emergency situations arise.

3. An employee whose hours of work are determined in this Memorandum of Agreement shall receive overtime on a non-scheduled work day in accordance with the following:

1st day of rest -	time and one-half (1-1/2x) for the first four (4) hours and double time (2x) thereafter
2nd day of rest -	double time (2x) for all such time worked
3rd day of rest -	time and one-half (1-1/2) for the first four (4) hours and double time (2x) thereafter

4. Sick leave shall accumulate in accordance with the Government Employees' Master Agreement. An employee who is absent due to illness shall have his sick leave credits reduced by one and one-quarter (1-1/4) days for each day of illness.

5. Vacation leave shall be converted to hours in accordance with the following:

   a) 3 weeks vacation = 3 x 40 = 120 hours
   b) 4 weeks vacation = 4 x 40 = 160 hours
   c) 5 weeks vacation = 5 x 40 = 200 hours

d) 6 weeks vacation = 6 x 40 = 240 hours

An employee on a 10 hour shift shall have his vacation entitlement reduced by 10 hours for each such shift when he is on vacation.

Paul Williamson

For the Manitoba Government Employees' Association

R. S. Olsen

Witness

April 10, 1995

Date

For the Manitoba Government

Witness

MEMORANDUM OF DIRECTION REGARDING ARTICLE 3:09 OF THE CORRECTIONS COMPONENT SUB-AGREEMENT

The parties hereto agree that in the event an employee grieves the unreasonable withholding of mutual agreement with respect to Article 3:09 of Corrections Component Sub-Agreement, he may file such grievance at Step 2 of the Grievance Procedure as provided in the Government Employees' Master Agreement. No payment for the Overtime period in question shall be made pending disposition of the Grievance.

Paul Williamson

For the Manitoba Government Employees' Association

For the Government of Manitoba

R-J Olivier

Witness

Witness

April 16, 1985

Date

MEMORANDUM OF AGREEMENT

CORRECTIONS COMPONENT SUB-AGREEMENT

SHIFT SCHEDULING CHANGES AT PROVINCIAL CORRECTIONAL INSTITUTIONS

The parties hereto agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer at Provincial Correctional Institutions:

(a) Where changes are necessary in a regularly scheduled posted shift, an employee who is affected by such change shall be notified at least twenty four (24) hours in advance. The foregoing, however, shall not apply to instances of personnel replacement due to sick leave, nor to emergency situations beyond the control of the employer.

(b) Should an employee not receive at least twenty four (24) hours notice of a change of a regularly scheduled posted shift except as provided in (a) above, then such affected employee shall be paid at time and one half (1 1/2x) for all hours worked for the first shift which varies from the posted schedule.

Paul Williams

On Behalf of the Manitoba Government Employees' Association

R.S.

Witness

On Behalf of the Manitoba Government

Witness

Dated this 10 **day of** April, 1985.

MEMORANDUM OF AGREEMENT

Juvenile Counsellors, Correctional Officers and Correctional Services Officers shall be enrolled in the Correctional Employees In-Service Training Course, and shall have completed such training course within one year of their commencement date of employment.

Paul Williams

On Behalf of the Manitoba
Government Employees' Association

On Behalf of the Government

R.S. Olien

Witness

Witness

April 10, 1985

Date

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CORRECTIONS

CLASSIFICATION TITLE	PAY CODE					
ASST SUPERINTDT OPS EFF 85 09 28	DSR	28173 1080.00 13.50	29196 1119.20 13.99	30281 1160.80 14.51	31387 1203.20 15.04	32556 1248.00 15.60	33787 1295.20 16.19
CH CORRECTION OFF EFF 85 09 28	CCO	31387 1203.20 15.04	32556 1248.00 15.60	33787 1295.20 16.19	35060 1344.00 16.80	36313 1392.00 17.40	37732 1446.40 18.08
CORR TRADES INST 1 EFF 85 09 28	TI1	25043 960.00 12.00	25899 992.80 12.41	26775 1026.40 12.83	27714 1062.40 13.28	28695 1100.00 13.75	29718 1139.20 14.24
CORR TRADES INST 2 EFF 85 09 28	TI2	26775 1026.40 12.83	27714 1062.40 13.28	28695 1100.00 13.75	29718 1139.20 14.24	30803 1180.80 14.76	31972 1225.60 15.32
CORR TRADES INST 3 EFF 85 09 28	TI3	29196 1119.20 13.99	30281 1160.80 14.51	31387 1203.20 15.04	32556 1248.00 15.60	33787 1295.20 16.19	35060 1344.00 16.80
CORRECT SERV OFF 1 EFF 85 09 28	RF1	26775 1026.40 12.83	27714 1062.40 13.28	28695 1100.00 13.75	29718 1139.20 14.24	30803 1180.80 14.76	31972 1225.60 15.32
CORRECT SERV OFF 2 EFF 85 09 28	RF2	28173 1080.00 13.50	29196 1119.20 13.99	30281 1160.80 14.51	31387 1203.20 15.04	32556 1248.00 15.60	33787 1295.20 16.19
CORRECTIONAL OFF 1 EFF 85 09 28	OC1	22017 844.00 10.55	24229 928.80 11.61	25043 960.00 12.00	25899 992.80 12.41	26775 1026.40 12.83	27714 1062.40 13.28
CORRECTIONAL OFF 2 EFF 85 09 28	OC2	25043 960.00 12.00	25899 992.80 12.41	26775 1026.40 12.83	27714 1062.40 13.28	28695 1100.00 13.75	29718 1139.20 14.24

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
CORRECTIONS

CLASSIFICATION TITLE	PAY CODE						
CORRECTIONAL OFF 3 EFF 85 09 28	OC3	26775 1026.40 12.83	27714 1062.40 13.28	28695 1100.00 13.75	29718 1139.20 14.24	30803 1180.80 14.76	31972 1225.60 15.32
CORRECTIONAL OFF 4 EFF 85 09 28	OC4	29196 1119.20 13.99	30281 1160.80 14.51	31387 1203.20 15.04	32556 1248.00 15.60	33787 1295.20 16.19	35060 1344.00 16.80
JUVENILE COUNSELR 1 EFF 85 09 28	JC1	22017 844.00 10.55	24229 928.80 11.61	25043 960.00 12.00	25899 992.80 12.41	26775 1026.40 12.83	27714 1062.40 13.28
JUVENILE COUNSELR 2 EFF 85 09 28	JC2	25043 960.00 12.00	25899 992.80 12.41	26775 1026.40 12.83	27714 1062.40 13.28	28695 1100.00 13.75	29718 1139.20 14.24
JUVENILE COUNSELR 3 EFF 85 09 28	JC3	26775 1026.40 12.83	27714 1062.40 13.28	28695 1100.00 13.75	29718 1139.20 14.24	30803 1180.80 14.76	31972 1225.60 15.32
JUVENILE COUNSELR 4 EFF 85 09 28	JC4	29718 1139.20 14.24	30803 1180.80 14.76	31972 1225.60 15.32	33161 1271.20 15.89	34434 1320.00 16.50	35624 1365.60 17.07

EDUCATION COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

INTERPRETATION

1:01 Except as specifically defined in this section, all other definitions shall be as per the Master Agreement. In this Component, the following definitions shall apply:

a) "Community College Instructors" means employees in a Community College who are required to perform designated instructional assignments (including examination periods) with a class as determined by the College Head.

b) "Teachers of the Deaf" means employees of the School for the Deaf who are required to perform designated instructional assignments (including examination periods) with a class as determined by the Principal.

c) "Teachers Institutional" means employees of the Department of Health or the Departmnent of Community Services and Corrections or the Department of Education who are required to perform instructional assignments in a Provincial Institution.

d) "Coordinators" means those instructors in the Community Colleges who are designated by management as Coordinators, Department Heads or Senior Instructors and receive an allowance in recognition of duties which may include administration and co-ordination in a department and supervision of other staff.

e) "Nursing Instructors Mental Health" means employees of the Department of Health or the Department of Community Services and Corrections who are required to perform designated mental health nursing instructional assignments in a Provincial Institution.

f) "Guidance Officers" means employees in the Community Colleges who are classified as Guidance Officers.

g) "Other Employees" refers to all other employees in the bargaining unit of the Education Component Sub-Agreement.

APPLICATION OF SUB-AGREEMENT

2:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the pay plan for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

2:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

3:01 All employees within this Sub-Agreement shall come within one of the following categories of hours of work:

a) 36 1/4 hours of work, Category A;
b) Instructional, Category C.

3:02 The applicable hours of work Category (A or C) as identified in Section 3:01 shall be indicated in the attached Hours of Work Schedule.

3:03 Category A

Employees coming within Category A of Section 3:01 shall work seven and one-quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thiry-six and one-quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

3:04 **Category C**

Instructional staff are expected to perform the related professional responsibilities of preparation, evaluation, assessment, supervision, consultation, and vocational guidance connected with their instructional function.

a) Community College Instructors

i) Community College Instructors may be assigned contact hours during an eight (8) consecutive hour period between 8:00 A.M. and 6:00 P.M. Monday through Friday. Instructors will be available to students one hour per day at a scheduled location and time. Upon written request, Instructors will be available during non-contact time for other activities related to their instructional function.

ii) A contact hour is a period of sixty (60) minutes or less of assigned instructional responsibilities with a class. Contact hours will be assigned by College Management with the approved time table as authorized by the College Director or his designate as the official source document.

iii) Notwithstanding Section 3:04 (a)(i), the parties recognize that some instructional programs must be conducted after 6:00 P.M. The parties agree as follows:

aa) For those instructional programs offered after 6:00 P.M. for which a new Instructor has been specifically hired, the College may assign the Instructor hours beyond 6:00 P.M. provided eight (8) consecutive hours is not exceeded.

bb) For those non-Evening School programs that traditionally have operated beyond 6:00 P.M., the College may assign the Instructor hours beyond 6:00 P.M. provided eight (8) consecutive hours is not exceeded.

cc) Where operational requirements require that an Instructor be temporarily assigned hours beyond 6:00 P.M., the College, after consultation with the Association, may assign such hours provided eight (8) consecutive hours is not exceeded.

b) Teachers of the Deaf

Teachers of the Deaf will work daily hours similar to teachers employed in the Public Schools in the Province.

c) Teachers Institutional

Teachers Institutional will work daily hours similar to teachers employed in the Public Schools of the Province.

3:05 The academic year for Community College Instructors, Teachers of the Deaf and Teachers Institutional shall be the period September 1 to August 31. During this period, assigned instructional responsibilities with a class (including examination periods) for Teachers of the Deaf and Teachers Institutional shall not exceed two hundred and ten (210) working days.

3:06 Where the nature of the work, exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 3:03, the employing authority, with the approval of the Civil Service Commission, may set different hours.

3:07 The government policy regarding flexible hours for "office" employees shall apply for the duration of this Sub-Agreement and is attached for informational purposes only.

3:08 The number of daily and weekly hours as described in Section 3:03 may only be varied by mutual consent of the parties hereto.

3:09 Employees will be entitled to two rest periods of fifteen (15) minutes each per day at such time as may be specified by the head of the department.

3:10 A Community College Instructor shall be eligible for payment at overtime rates for all annual contact hours in the current academic year which exceed his departmental average annual contact hours in the 1977-78 academic year, provided the employee's total annual contact hours for the current academic year exceed the departmental average for the 1977-78 academic year by more than 120 hours.

3:11 Department Heads, part-time employees, employees on a leave of absence, and employees who are assigned duties in lieu of instruction due to their assignment to special projects, curriculum development or other non-instructional activities will not be included in the calculation of the averages specified in Section 3:10 nor will they be eligible for additional compensation as set out in Section 3:10 for increases to their work load.

3:12 An employee who believes he has met the requirement specified in 3:10 will be required to apply for payment in writing to the appropriate Chairperson. Such application is to be presented to the appropriate Chairperson no later than August 31 of the applicable academic year.

3:13 Determination of departments and calculation of the averages and totals as set out in 3:10 are the sole and exclusive responsibility of management of the Colleges.

3:14 Payment under Section 3:10 will be at a rate of one and one-half times (1 1/2x) the Instructor's hourly rate as set out in the pay plan. Such pay shall not be subject to Superannuation or Group Life Insurance deductions, nor will vacation credits accrue.

OVERTIME

4:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

4:02 This Article dealing with compensation for overtime shall apply only to those emmloyees who are in the classifications listed in the Overtime Schedule attached to this Sub-Agreement.

4:03 At the employee's option, authorized overtime shall be compensated by paying the employee for all hours worked at the applicable overtime rate or by granting the employee applicable time off in lieu.

4:04 An employee who is required to work beyond 7 1/4 hours on his scheduled work day is entitled to compensation at time and one-half (1 1/2x) for all hours worked.

4:05 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2x) for all hours worked.

4:06 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all hours worked. Second in this context means the second day in an unbroken series of consecutive and contiguous calendar days of rest.

4:07 All time off in lieu shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

4:08 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement cannot be reached within the sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

4:09 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

4:10 Notwithstanding the foregoing provisions, part-time employees will only be entitled to overtime compensation when they are required to work beyond seven and one-quarter (7 1/4) hours in a day or thiry-six and one-quarter (36 1/4) hours in a week.

4:11 Where, because of the nature of the course and/or at the discretion of the employing authority, a Community College Instructor, Teacher of the Deaf or Teacher Institutional is required to instruct beyond two hundred and ten (210) working days in any one academic year, he shall be granted equivalent compensatory time off in lieu, or shall be paid for such additional instructional time at his normal rate of pay. Such pay shall not be subject to Superannuation or Group Life Insurance deductions, nor will vacation credits accrue. A Community College Instructor who is eligible for payment under Section 3:10 will not be eligible for compensation under this clause.

COMPENSATORY LEAVE

5:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

5:02 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or

b) payment at straight time hourly rates.

5:03 Time off under 5:02(a) shall be at a time specified by the employing authority or authorized supervisory official.

5:04 Where arrangements under 5:02 are not made within one year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

5:05 This Article respecting Compensatory Leave does not apply to Community College Instructors or Teachers of the Deaf.

INSTRUCTOR ACCREDITATION

6:01 Each Community College Instructor shall be required to attain the certificate in Adult Education or an equivalent qualification acceptable to the employing authority and each Teacher of the Deaf and Teacher Institutional shall be required to obtain a certificate in Special Education or an equivalent qualification acceptable to the employing authority.

6:02 Community College Instructors, Teachers of the Deaf and Teachers Institutional shall complete at least one course toward accreditation each calendar year.

a) Except where the employee has been assigned instructional responsibilities, Community College Instructors, Teachers of the Deaf and Teachers Institutional shall complete at least one course toward accreditation each summer during periods of non-instructional assignment. The employee's vacation period shall be reduced by the number of calendar days on which the course is scheduled. No employee will be put in a deficit position with respect to vacation credits as a result of taking these summer courses.

b) Subject to approval by the appropriate employing authority, Community College Instructors, Teachers of the Deaf and Teachers Institutional may complete one course toward accreditation at other times in the calendar year and such progress toward accreditation shall be deemed to satisfy the intent and requirements of Article 6:02.

6:03 Subject to an employee's right to grieve, failure to make progress towards accreditation may be viewed as sufficient grounds for denial of an increment or termination of service.

VACATIONS

7:01 All provisions of the Master Agreement respecting vacations shall apply to all employees under this Sub-Agreement except for Community College Instructors, Teachers of the Deaf and Teachers Institutional.

7:02 For Community College Instructors, Nursing Instructors Mental Health, Teachers of the Deaf and Teachers Institutional, all provisions of the Master Agreement respecting vacations shall apply with the exception of those specific provisions to the contrary outlined in this Section.

7:03 Subject to Section 7:07, the relevant sections of the Master Agreement respecting the rate of accumulation of vacation credits and long-service vacation benefits, will not apply to Community College Instructors, Teachers of the Deaf and Teachers Institutional and instead their rate of accumulation of vacation credits will be determined as follows:

a) Effective August 1st, 1985, Community College Instructors, Teachers of the Deaf and Teachers Institutional shall accumulate vacation credits at the rate of three and two-thirds (3 2/3) days for each full month of employment during the academic year September 1 to August 31.

b) Effective August 1st, 1985, Coordinators and the Senior Teacher, Manitoba School for the Deaf shall accumulate vacation credits at the rate of three and five-twelfths (3 5/12) days for each full month of employment during the academic year September 1 to August 31.

c) Teachers of the Deaf shall use five (5) days of their vacation entitlement as accrued under 7:03(a) above at a time designated by the Minister of Education as Spring Break.

7:04 Effective April 1, 1985 Nursing Instructors Mental Health shall, in addition to the applicable vacation entitlement under the Master Agreement, accumulate five-twelfths (5/12) of a day vacation credit for each complete month of service in the vacation year to be taken in the vacation year following the year in which it is earned.

7:05 a) Community College Instructors and Teachers of the Deaf, Guidance Officers, Teachers Institutional and Nursing Instructors - Mental Health shall receive time off with pay during that period between Boxing Day and New Year's Day designated by the employing authority as Christmas break.

b) Subsection 7:05(a) does not apply to employees who are on a leave of absence without pay.

7:06 Subject to the applicable provisions of the Master Agreement, vacation shall be taken by an employee during periods in which no instructional or teaching responsibilities with a class have been assigned.

7:07 Where a Community College Instructor, Teacher of the Deaf or Teacher Institutional is voluntarily transferred or promoted to a classification which does not qualify for additional vacation benefits specified in this Article or who resigns in a manner other than set out in Section 7:09, 7:10 and 7:11 his unexpended vacation credits shall be recalculated on the basis of the appropriate rate of accumulation as set out in the Master Agreement.

7:08 A Community College Instructor, Teacher of the Deaf or Teacher Institutional who is laid off or retires or dies shall be paid out his unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

7:09 A Community College Instructor who gives at least two (2) weeks notice of resignation, prior to the last scheduled working day in June of that year, with an effective date between the last scheduled working day in June and August 31 of that year, shall be paid out unexpended vacation credits at the rate of accumulation specified in Section 7:03.

7:10 Teachers of the Deaf or Teachers Institutional who give notice of resignation prior to May 31 of any year and with an effective date between the last scheduled working day in June and August 31 of that year shall be paid out unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

7:11 Teachers of the Deaf or Teachers Institutional who give notice of resignation prior to November 15 of any year and with an effective date agreeable to the teacher and the employing authority between December 15 of that year and January 15 of the next year shall be paid out unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

7:12 The effective date of a resignation shall be the last day upon which an employee is present at work and performs his regular duties.

7:13 A Community College Instructor, Teacher of the Deaf or Teacher Institutional who has been on a term basis for a minimum of twenty two (22) consecutive months and who is terminated at the expiry date of his term shall be paid out his unexpended vacation credits based on the rate of accumulation specified in Section 7:03.

COURT LEAVE

8:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

ACTING STATUS

9:01 Where the employing authority concerned certifies that a person employed in one position has temporarily taken over and has continued to perform for fifteen (15) or more consecutive working days, the full duties and responsibilities of some other position having a higher grade of pay, he shall be appointed temporarily to that other position with acting status, and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this clause, "the full duties and responsibilities" means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

CO-ORDINATORS' ALLOWANCE

10:01 Where an instructor is designated as a Co-ordinator in a Community College, the Co-ordinator shall be paid the following allowance(s) in addition to his basic salary and subject to the following conditions:

a) An administrative allowance of $827.00 per annum ($31.70 bi-weekly).

b) Where a Co-ordinator is designated to be responsible for the supervision of other staff, a supervisory allowance of $125.00 per annum ($4.79 bi-weekly) per staff member supervised, to a maximum of $1,500.00 per annum ($57.50 bi-weekly).

10:02 Effective September 28, 1985 the above allowances shall be:

a) administrative allowance - $852 per annum ($32.66 bi-weekly)

b) supervisory allowance - $129 per annum ($4.94 bi-weekly) to a maximum of $1545 per annum ($59.22 bi-weekly).

10:03 Effective September 27, 1986, the above allowances in 10:02(a) and (b) shall be increased by the percentage increase calculated in accordance with the formula contained in the Memorandum of Agreement - General Pay Adjustment.

ADMINISTRATIVE - SUPERVISORY ALLOWANCE

SENIOR TEACHER OF THE DEAF

11:01 Where a Teacher of the Deaf is designated to act in an administrative-supervisory capacity as the Senior Teacher of the Deaf the employee shall be paid an administrative-supervisory allowance of $2,327 per annum ($89.20 bi-weekly) in addition to the employee's basic salary.

11:02 Effective September 28, 1985 the allowance shall be increased to $2,397 per annum ($91.88 bi-weekly).

11:03 Effective September 27, 1986, the allowance specified in 11:02 shall be increased by the average percentage as calculated in accordance with the formula contained in the Memorandum of Agreement - General Pay Adjustment.

PROFESSIONAL DEVELOPMENT

12:01 The parties recognize the desirability of ongoing staff development, the purpose of which is to improve services to meet the needs of students and the community.

12:02 Educational leave policies and practices shall be as set forth from time to time in the Regulations under the Civil Service Act with respect thereto, and as set forth from time to time in the Staff Development Policy applicable to Community Colleges.

DEFERRED SALARY LEAVE PLAN

13:01 The terms and conditions of the Deferred Salary Leave Plan will apply to the Education Component. Employees may apply to the employing authority to elect to defer salary to be paid during a period of leave of absence in accordance with the provisions outlined in the Deferred Salary Leave Plan.

13:02 The implementation of the D.S.L.P. will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Revenue Canada.

COMMUNITY COLLEGES - OFF-CAMPUS ASSIGNMENTS

14:01 Where a Community College Instructor is assigned instructional duties and responsibilities off-campus such that the instructor is unable to return to his normal residence at the end of a work day and must therefore reside temporarily in another location, he shall be provided reasonable notice of such assignment.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness

Minister

Peter Olfert

Witness

President of the Manitoba Government Employees' Association

Witness

Gary Ewen

For the Component Negotiating Committee

HOURS OF WORK SCHEDULE

All employees within this Sub-Agreement shall come within Category A except for employees in the following classes who shall be categorized as Category C employees:

Community College Instructor A, B, C, ABE
Teacher of the Deaf 1, 2, 3
Teacher Institutional 1, 2, 3
Teacher Institutional, P.I.O.

OVERTIME SCHEDULE

Assistant Counsellor Guidance
Consultant Visual Hearing Education 1
Correspondence Teacher 1
Correspondence Teacher 2
Correspondence Teacher 3
Correspondence Teacher 4
Language Specialist 1
Librarian 1
Librarian 2
Library Technician 1
Library Technician 2
Nursing Instructor Mental Health 1
Educational Assistant 1
Educational Assistant 2
Educational Assistant 3
Educational Assistant 4
Teacher Institutional 1
Teacher Institutional 2
Teacher Institutional P.I.O.

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for "office" employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

MEMORANDUM OF UNDERSTANDING

SUBJECT: JOINT CONSULTATION -
INSTRUCTIONAL WORKLOADS - COMMUNITY COLLEGES

The parties hereto agree to establish three Joint Consultation Committees, one in each Community College, to review the subjects of instructional workloads, hours of work and overtime parameters, with consideration for the nature and duration of programs and the cost implications thereto.

The Committees shall consist of (2) representatives of the Government and (2) representatives of the Association from each College.

The Committees shall report and may make recommendations to the Association and the Government with respect to its conclusions by March 31, 1986 but they shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of the Government Employees' Master Agreement or the Education Component Sub-Agreement. The Committees shall not supercede the activities of any Committees of the Association or of the Government and do not have the power to bind either the Association or the Government to their decisions or conclusions.

The parties agree to meet to review the reports and/or recommendations of the Committees and may negotiate the implementation of any mutually agreed upon recommendations.

For the Government

For the M.G.E.A.

April 10/85

Date

MEMORANDUM OF AGREEMENT

SUBJECT: SENIOR TEACHER' MANITOBA SCHOOL FOR THE DEAF

The parties hereto agree that notwithstanding Article 2:02 of the Education Component Sub-Agreement, Article 11 Senior Teacher of the Deaf - Administrative-Supervisory Allowance shall be retroactive to September 1, 1983.

For the Government

R.S. Olien

For the M.G.E.A.

MEMORANDUM OF AGREEMENT

SUBJECT: Vacation Entitlement Nursing Instructors Mental Health

1) The parties hereto agree that effective April 1, 1985 Nursing Instructors Mental Health will receive five twelfths (5/12) of a day's vacation per complete month of service in the 1984-85 vacation year to be taken in the 1985-86 vacation year.

2) Such vacation shall be in addition to any vacation to which they may be eligible under Section 25:02 of the Government Employees' Master Agreement or the Memorandum of Agreement respecting the vacation year 1985-86.

3) In accordance with Section 5:03 of Appendix C, this vacation will be pro rated for part-time employees on the basis of each period of 21 days of accumulated service.

4) Nursing Instructors Mental Health who are eligible for seven weeks' vacation entitlement in the 1985-86 vacation year shall not be eligible to accrue additional vacation credits as per Article 1 of this Memorandum.

April 10/85

On Behalf of the MGEA

Date

On Behalf of the Government

Witness

Witness

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

EDUCATION

CLASSIFICATION TITLE	PAY CODE							
ASST COUNSLR GUID EFF 85 09 28	ACG	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
COMM COLL INSTR A EFF 85 09 28	CIA	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94				
COMM COLL INSTR ABE EFF 85 09 28	ABE	25967 995.43 13.73	26894 1030.95 14.22	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11
		33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98			
COMM COLL INSTR B EFF 85 09 28	CIB	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
COMM COLL INSTR C EFF 85 09 28	CIC	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98	39320 1507.28 20.79	40927 1568.90 21.64			
CON VISUAL/HEAR ED 1 EFF 85 09 28	VH1	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
CON VISUAL/HEAR ED 2 EFF 85 09 28	VH2	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98
CON VISUAL/HEAR ED 3 EFF 85 09 28	VH3	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
EDUCATION

CLASSIFICATION TITLE	PAY CODE							
CORRESP TEACHER 1 EFF 85 09 28	DC1	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.79 10.99	21523 825.05 11.38	
CORRESP TEACHER 2 EFF 85 09 28	DC2	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	
CORRESP TEACHER 3 EFF 85 09 28	DC3	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
CORRESP TEACHER 4 EFF 85 09 28	DC4	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
CORRESP TEACHER 5 EFF 85 09 28	DC5	31168 1194.80 16.48	32360 1240.46 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98	
EDUCATION CONSULTNT EFF 85 09 28	EDC	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
EDUCATIONAL ASST 1 EFF 85 09 28	LS1	20331 779.36 10.75	20993 804.75 11.10	21731 833.03 11.49	22487 862.02 11.89	23281 892.48 12.31	24095 923.65 12.74	
EDUCATIONAL ASST 2 EFF 85 09 28	LS2	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	
EDUCATIONAL ASST 3 EFF 85 09 28	LS3	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.96 15.31	
GUIDANCE OFF EFF 85 09 28	GOF	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91

SALARY SCHEDULE - APPENDIX A1

EDUCATION

CLASSIFICATION TITLE	PAY CODE							
LANGUAGE SPEC 1 EFF 85 09 28	LG1	23679 907.70 12.52	24569 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
LANGUAGE SPEC 2 EFF 85 09 28	LG2	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
LANGUAGE SPEC 3 EFF 85 09 28	LG3	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
LIBRARIAN 1 EFF 85 09 28	LN1	23679 907.70 12.52	24569 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	
LIBRARIAN 2 EFF 85 09 28	LN2	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49
LIBRARIAN 3 EFF 85 09 28	LN3	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	34762 1332.55 18.38	36407 1395.63 19.25	
LIBRARIAN 4 EFF 85 09 28	LN4	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
LIBRARY TECHNICIAN 1 EFF 85 09 28	LY1	17891 685.85 9.46	18440 706.88 9.75	19063 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79	21163 811.28 11.19	
LIBRARY TECHNICIAN 2 EFF 85 09 28	LY2	19991 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	

EDUCATION

CLASSIFICATION TITLE	PAY CODE							
NURSE INS MEN HTH 1 EFF 85 09 28	NM1	24246 929.45 12.82	25249 967.88 13.35	26251 1006.30 13.88	27348 1048.35 14.46	28482 1091.85 15.06	29674 1137.53 15.69	31017 1189.00 16.40
		32208 1234.68 17.03						
NURSE INS MEN HTH 2 EFF 85 09 28	NM2	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
NURSE INS MEN HTH 3 EFF 85 09 28	NM3	28937 1109.25 15.30	29996 1149.85 15.86	31112 1192.63 16.45	32284 1237.58 17.07	33495 1283.98 17.71	34762 1332.55 18.38	36105 1384.03 19.09
		37485 1436.95 19.82	38923 1492.05 20.58					
TEACHER INSTITUT PIO EFF 85 09 28	TN	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88
TEACHER INSTITUT 1 EFF 85 09 28	TN1	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26365 1010.65 13.94
		27348 1048.35 14.46						
TEACHER INSTITUT 2 EFF 85 09 28	TN2	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88
		31225 1196.98 16.51	32435 1243.38 17.15					
TEACHER INSTITUT 3 EFF 85 09 28	TN3	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22
TEACHER OF DEAF 1 EFF 85 09 28	TF1	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	
TEACHER OF DEAF 2 EFF 85 09 28	TF2	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98
TEACHER OF DEAF 3 EFF 85 09 28	TF3	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91

HEALTH COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Pay Plan for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement, from the previous Sub-Agreement, shall become effective from the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement, unless otherwise specified.

HOURS OF WORK

2:01 All employees shall come within one of the following hours of work categories.

a) 36 1/4 hours per week;

b) 40 hours per week.

2:02 The hours of work category (A or B) applicable to each classification shall be indicated in Appendix "A" to this Component Sub-Agreement.

2:03 Category (A)

Employees coming within Category (A) of Section 2:01 shall work a regular work day of seven and one-quarter (7 1/4) consecutive hours and a regular work week of thirty-six and one-quarter (36 1/4) hours exclusive of lunch periods. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 **Category B**

Employees coming within Category (B) of Section 2:01 shall work a regular work day of eight (8) consecutive hours exclusive of meal periods and a regular work week of forty (40) hours. Such meal periods shall not exceed thirty (30) minutes in duration, however, where it is mutually agreed between the supervisor and the employee, such meal periods shall not exceed one (1) hour in duration.

2:05 Where an employee is designated to be on duty to supervise residents during his meal period, such time shall form part of his work day.

2:06 Any variations to a work day or work week other than those described in Sections 2:03 and 2:04 shall only be instituted by mutual consent of both of the parties hereto.

2:07 Employees shall be entitled to two (2) rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

2:08 Days of rest shall be scheduled on a consecutive basis except where operational requirements do not permit.

OVERTIME

3:01 For the purpose of this Agreement, overtime shall mean:

a) In the case of a full-time employee, authorized time worked in excess of his regular work day or regular work week;

b) In the case of a part-time employee, all authorized time worked in excess of seven and one-quarter or eight (7 1/4 or 8) hours in a day or thirty-six and one-quarter or forty (36 1/4 or 40) hours in a week.

3:02 A supervisor authorized to do so, may require an employee under his authority to work overtime.

3:03 The sections of this Sub-Agreement dealing with compensation for overtime shall apply to those employees who are in a classification listed in Appendix "B" attached to and forming part of this Component Sub-Agreement.

3:04 An employee who works overtime on his regular work day shall be compensated at time and one-half (1 1/2x) for all such time worked.

3:05 An employee who works on his first day of rest shall be compensated at time and one-half (1 1/2x) for the first four hours and double time (2x) for all time worked thereafter.

3:06 An employee who works on his second day of rest shall be compensated at double time (2x) for all time worked.

3:07 Except as provided in 7:01, an employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his regular work day. A meal break shall not be regarded as affecting contiguity.

3:08 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:09 a) Where an employee has chosen to receive time off in lieu of overtime payment, such time off shall be granted at a time mutually agreeable to the employee and a supervisor authorized to grant such time off within ninety (90) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Such mutual agreement between the employee and the authorized supervisor shall not be unreasonably withheld.

b) Where mutual agreement has not been reached within this ninety (90) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

3:10 Overtime shall be paid at the appropriate step within the employee's pay range attached to his classification excluding any extra qualification payments.

3:11 Where an employee is required, as a general condition of employment to take a course upgrading his qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes on his day(s) of rest, he may be compensated for such days through time off at straight time.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

4:02 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

4:03 At the option of the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay, or
b) payment at straight time hourly rates.

4:04 Time off under 4:03(a) shall be at a time agreed to by the employing authority or authorized supervisory official.

4:05 Where arrangements under 4:03 are not made within one year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

SHIFT PREMIUM

5:01 An employee who works a shift where half or more of the hours are worked between 5:00 P.M. and 5:00 A.M., shall receive a shift premium of three dollars and sixty cents ($3.60) for the shift in addition to his regular pay.

Effective September 28, 1985 such shift premium shall be increased to three dollars and eighty cents ($3.80).

Effective January 4, 1986 such shift premium shall be increased to four dollars ($4.00).

5:02 An employee who works an overtime shift will be eligible for shift premium provided the employee is replacing another employee who would have received the shift premium if he had worked the shift. An overtime shift is defined as a full shift, i.e. seven and one-quarter (7 1/4) or eight (8) hours which is worked by an employee on an overtime basis.

5:03 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

STAND-BY

6:01 Except as provided in Section 7:01, an employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

6:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee; and must be available to return for duty as quickly as possible if called.

6:03 An employee on stand-by who is called back to work, shall be compensated in accordance with call-out provisions of Article 3:07 in addition to stand-by pay.

CALL DUTY

7:01 Medical Technologists shall be eligible to receive call duty allowances as set forth in the following:

a) Technologists who are required by the Manitoba Health Services Commission to provide call duty serivces at the Laboratory and X-ray units shall receive $15.00 for each twenty-four (24) hour period or less of call duty on a regular working day and $20.00 for each twenty-four (24) hour period or less of call duty on a day of rest or a paid holiday that is not a regular working day. To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee; and must be available to return for duty as quickly as possible if called.

b) In addition to the allowance referred to in 7:01(a), every Technologist while on call duty shall receive the greater accumulated amount of $22.50 for each call-back worked, or compensatory leave or payment at the applicable overtime rate for all time worked.

7:02 For the purpose of this Article, a call-back shall be defined as a call to the hospital irrespective of the number of patients, tests, or examinations handled and shall be calculated from the time of arrival to the time of departure.

7:03 When a Medical Technologist has been called back to work, he shall be paid either:

a) Transportation costs at the applicable Government mileage rate from his place of residence to his place of work and return, in the event he uses his own vehicle, or

b) Return taxi fare from his place of residence to his place of work.

QUALIFICATION PAY

8:01 Experienced dentists with license to practice in Manitoba and holding, through recognized university post-graduate training, their D.D.P.H. (or other equivalent) may be employed as Dentist 1 in the Psychiatric services at a salary rate two steps above the minimum of the applicable pay range.

8:02 Nurses are eligible for additional qualification pay as follows:

a) Nurses who are both a Registered Psychiatric Nurse and a Registered Nurse - $50.00 per month ($23.00 bi-weekly).

b) Nurses holding a Bachelor of Nursing Science Degree - $65.00 per month ($29.90 bi-weekly).

8:03 Graduates holding a diploma in Psychiatric or General Nursing from an approved School of Nursing and who are eligible to attempt examinations for Registration within the Province of Manitoba, are eligible to be placed as "Graduate Nurse".

Persons in this classification may be employed on a term basis for a period not exceeding one year during which period as a condition of employment the employee must pass the required examinations and attain registration in order to become a regular civil servant.

8:04 Medical Technologists are eligible to receive one of the two additional qualification payments as set forth below:

a) Medical Technologists 1, 2, 3, 4 or 5 who are a Registered Radiological Technician and have successfully completed the Departmental Assistants course in Laboratory Technology or are a Registered Laboratory Technologist and have successfully completed the Departmental Assistants course in Radiography - $55.00 per month ($23.50 bi-weekly).

b) Medical Technologists 1, 2, 3, 4 or 5 who are both a Registered Radiological Technician and a Registered Laboratory Technologist and are in a position requiring both registrations - $90.00 per month ($41.40 bi-weekly).

8:05 A Licensed Practical Nurse holding a "Conditional License" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the minimum step of the range and may only be eligible for the first step within the applicable pay range when fully qualified as a "Licensed Practical Nurse". A Practical Nurse licensed as a fully qualified "Licensed Practical Nurse" in the Province of Manitoba may be employed as a Licensed Practical Nurse at the first step within the applicable pay range.

8:06 Provided that the following academic qualifications are required and/or used on the job in the Medical Technologist 1 classification, the employing authority shall pay to any such employee the following extra monthly allowance for the said qualifications:

a) A.R.T. or A.C. - $90.00 per month ($41.40 bi-weekly.)

b) B. Sc. and R.T. - $90.00 per month ($41.40 bi-weekly).

c) L.C.S.L.T. or F.C.A.M.R.T. - $120.00 per month ($55.20 bi-weekly);

d) B. Sc. and A.R.T. or B. Sc. and A.C. - $145.00 per month ($66.70 bi-weekly);

e) B. Sc. and L.C.S.L.T. or B. Sc. and F.C.A.M.R.T. - $167.50 per month ($77.05 bi-weekly).

An employee employed in the Medical Technologist 2, 3, 4 and 5 classifications shall be paid the above academic allowance if he possesses such academic qualifications regardless of whether or not they are required or used on the job.

8:07 Academic allowances payable as described in Article 8:06 shall be non-cumulative, that is the highest eligible allowance shall be paid to an employee so qualified.

8:08 Medical Technologists 1, 2, 3, 4 and 5 who have successfully completed the Cardiology Technologists Association examination and who are registered and in good standing with the aforesaid Association shall receive an additional $35.00 per month ($16.10 bi-weekly) provided that such Medical Technologists are required to perform cardiographic examinations.

8:09 Veterinarians in the Veterinary Medical Officer series possessing a certificate of successful completion of speciality board examination, and who maintains current membership in the registry of that speciality (Canadian or American), and who provides proof of same to the employer, in addition to any salary set out in the "salary schedule" attached to this agreement, shall receive $1,500.00 per year ($57.50 bi-weekly) above the regular pay set out for the level of classification in which the employee is presently classified. (Eligible specialties are those recognized by the Canadian Veterinary Medical Association and American Veterinary Medical Association which have qualifying examinations).

CAMP ALLOWANCE

9:01 An employee who is employed at a camp operated by a Mental Health Centre shall receive for each scheduled twenty-four (24) hour period or portion thereof:

a) a camp allowance of $10.00;

b) four (4) hours compensatory leave at straight time to be taken in accordance with Article 3 of this Component Sub-Agreement. This compensatory leave shall be for all time worked in excess of his regular daily hours and shall be in lieu of daily overtime, stand-by, call out, or shift premium.

9:02 An employee required to be at a Mental Health Camp during the normal meal period shall be provided with a meal free of charge.

ACTING STATUS

10:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

10:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

RESPONSIBILITY PAY

11:01 Where a Nurse 1 or 2 is temporarily assigned the supervisory duties of a Charge Nurse (Nurse 3) during the absence of the incumbent of the position at Selkirk or Brandon Mental Health Centres or the Manitoba Developmental Centre for two or more consecutive working days, such Nurse 1 or 2 shall be paid at the rate of pay for the higher classification (Nurse 3) from the date of such temporary assignment of supervisory duties until such temporary assignment is revoked.

11:02 A Nurse 1 or 2 who is receiving supervisory pay shall not be eligible to receive acting status pay as described in Article 10 of this component sub-agreement.

COURT LEAVE

12:01 a) An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the Government.

b) Should an employee be summoned or subpoenaed for matters occasioned by his work during his off duty hours, he shall receive applicable overtime rates in accordance with Article 3 of this sub-agreement.

PAYMENT OF MONIES

13:01 Monies owed to employees for overtime, call-back, stand-by, and camp pay shall be calculated and paid as expeditiously as possible.

JOINT CONSULTATION COMMITTEE

14:01 A joint consultation Committee will be established and maintained in each of the permanent mental health facilities. Each Committee shall consist of no more than three (3) representatives of the Government and three (3) representatives of the Association. Except by mutual agreement, this Committee shall meet once each month for the purpose of discussing matters of mutual concern, and which either party considers appropriate for discussion by the Committee.

14:02 The Committee may make recommendations to the Association and the Government with respect to its discussion and conclusions, but it shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of the Government Employees' Master Agreement or this Sub-Agreement. The Committee shall not supercede the activities of any Committee of the Association or of the Government and it does not have the power to bind either the Association or its members or the Government to its decisions or conclusions.

STAFF DEVELOPMENT

15:01 The parties recognize the desirability of ongoing staff development.

15:02 Educational leave policy shall be as set forth from time to time in the Regulations under the Civil Service Act.

WEEKEND PREMIUM

16:01 An employee shall receive thirty-five (35¢) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

16:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

16:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

16:04 This provision is effective on April 27., 1985.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness Minister

Witness

President of the Manitoba Government Employees' Association

Witness

Walter Murray

For the Component Negotiating Committee

APPENDIX "A"

HOURS OF WORK

All classifications in the Health Component Sub-Agreement come within hours of work Category "B" (40 hours per week) with the exception of the following classifications who come within hours of work Category "A" (36 1/4 hours per week):

Dental Assistant 1, 2
Dental Hygienist
Dental Nurse
Dentist 1, 2, 3
Dispensing Technician
Medical Equipment Technician 1, 2, 3
Pharmacist 1, 2
Psychologist 1, 2, 3, 4
Psychology Intern
Veterinary Medical Officer 1, 2, 3, 4, 5

APPENDIX "B

OVERTIME SCHEDULE

Activities Aid
Activities Instructor 1, 2, 3, 4
Behaviour Counsellor
Clinical Clerk
Community Health Worker 1, 2
Dental Assistant 1, 2
Dental Hygienist
Dental Nurse
Dietician
Dispensing Technician
E.E.G. TEchnologist
E.K.G. Technician 1, 2, 3
Institutional Supervisor 1, 2, 3

Laboratory Assistant 1, 2
Licensed Practical Nurse
Medical Equipment Technician 1, 2, 3
Medical Technician 1, 2
Medical Technologist 1, 2, 3,4 and 5
Nurse 1, 2, 3, 4, 5
Graduate Nurse
Nursing Attendant 1, 2
Occupational Therapist 1, 2, 3
Physiotherapist 1, 2
Psychiatric Nursing Assistant 1, 2
Psychological Intern
Psychologist 1

MEMORANDUM OF DIRECTION REGARDING ARTICLE 3:09 OF THE HEALTH COMPONENT SUB-AGREEMENT

The parties hereto agree that in the event an employee grieves the unreasonable withholding of mutual agreement with respect to Article 3:09 of the Health Component Sub-Agreement, he may file such grievance at Step 2 of the Grievance Procedure as provided in the Government Employees' Master Agreement. No payment for the Overtime period in question shall be made pending disposition of the Grievance.

Paul Williamson

For the Manitoba Government Employees' Association

For the Government of Manitoba

R.S. Olsen

Witness

Witness

April 10, 1985

Date

MEMORANDUM OF AGREEMENT

HEALTH COMPONENT SUB-AGREEMENT

SHIFT SCHEDULING CHANGES AT PROVINCIAL HEALTH INSTITUTIONS

The parties hereto agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer at Provincial Mental Health Institutions:

(a) Where changes are necessary in a regularly scheduled posted shift, an employee who is affected by such change shall be notified at least twenty-four (24) hours in advance. The foregoing, however, shall not apply to instances of personnel replacement due to sick leave, nor to emergency situations beyond the control of the employer.

(b) Should an employee not receive at least twenty-four (24) hours notice of a change of a regularly scheduled posted shift except as provided in (a) above, then such affected employee shall be paid at time and one-half (1-1/2x) for all hours worked for the first shift which varies from the posted schedule.

Paul Williams

On Behalf of the Manitoba Government Employees' Association

R. S. Olien

Witness

On Behalf of the Manitoba Government

Witness

Dated APRIL 10, 1985

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
HEALTH

CLASSIFICATION TITLE	PAY CODE							
ACTIVITIES AID	AA							
EFF 85 09 28		15297	15777	16278	16758	17300		
		586.40	604.80	624.00	642.40	663.20		
		7.33	7.56	7.80	8.03	8.29		
ACTIVITIES INSTR 1	AI1							
EFF 85 09 28		17885	18448	19074	19742	20389	21161	
		685.60	707.20	731.20	756.80	781.60	811.20	
		8.57	8.84	9.14	9.46	9.77	10.14	
ACTIVITIES INSTR 2	AI2							
EFF 85 09 28		21370	22100	22873	23686	24542	25398	
		819.20	847.20	876.80	908.00	940.80	973.60	
		10.24	10.59	10.96	11.35	11.76	12.17	
ACTIVITIES INSTR 3	AI3							
EFF 85 09 28		22455	23269	24104	24980	25899	26838	
		860.80	892.00	924.00	957.60	992.80	1028.80	
		10.76	11.15	11.55	11.97	12.41	12.86	
ACTIVITIES INSTR 4	AI4							
EFF 85 09 28		24542	25398	26358	27339	28403	29467	
		940.80	973.60	1010.40	1048.00	1068.80	1129.60	
		11.76	12.17	12.63	13.10	13.61	14.12	
BEHAVIOUR COUNSLR	BHC							
EFF 85 09 28		23686	24542	25398	26358	27339	28403	29467
		908.00	940.80	973.60	1010.40	1048.00	1088.60	1129.60
		11.35	11.76	12.17	12.63	13.10	13.61	14.12
CLINICAL CLERK	CCL							
EFF 85 09 28		Prevailing rates.						
COMMUN HLTH WRKR 1	CW1							
EFF 85 09 28		16278	16758	17300	17885	18448	19074	
		624.00	642.40	663.20	685.60	707.20	731.20	
		7.80	8.03	8.29	8.57	8.84	9.14	
COMMUN HLTH WRKR 2	CW2							
EFF 85 09 28		18448	19074	19742	20389	21161	21892	
		707.20	731.20	756.80	781.60	811.20	839.20	
		8.84	9.14	9.46	9.77	10.14	10.49	
DENTAL ASSISTANT 1	DA1							
EFF 85 09 28		16511	17021	17570	18156	18780	19404	
		632.93	652.50	673.53	696.00	719.93	743.85	
		8.73	9.00	9.29	9.60	9.93	10.26	
DENTAL ASSISTANT 2	DA2							
EFF 85 09 28		17570	18156	18780	19404	20066	20785	
		673.53	696.00	719.93	743.85	769.23	796.78	
		9.29	9.60	9.93	10.26	10.61	10.99	

CLASSIFICATION TITLE	PAY CODE									
DENTAL HYGIENIST EFF 85 09 28	DLH	20653 791.70 10.92	21371 619.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98			
DENTAL NURSE EFF 85 09 28	DLN	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26383 1011.36 13.95	27348 1048.35 14.46	28388 1088.23 15.01			
DENTIST 1 EFF 85 09 28	DE1	42611 1633.43 22.53	44426 1703.03 23.49	46374 1777.70 24.52	48396 1855.28 25.59	50535 1937.20 26.72	52748 2022.03 27.89			
DENTIST 2 EFF 85 09 28	DE2	46374 1777.70 24.52	48398 1855.28 25.59	50535 1937.20 26.72	52748 2022.03 27.89	55112 2112.65 29.14	57571 2206.90 30.44			
DENTIST 3 EFF 85 09 28	DE3	48398 1855.28 25.59	50535 1937.20 26.72	52748 2022.03 27.89	55112 2112.65 29.14	57571 2206.90 30.44	60181 2306.95 31.82			
DIETICIAN EFF 85 09 28	DIE	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12			
DIETICIAN 1 EFF 85 09 26	DI1	27902 1069.60 13.37	28925 1108.80 13.86	30010 1150.40 14.38	31179 1195.20 14.94	32347 1240.00 15.50	33620 1288.80 16.11	34935 1339.20 16.74	36354 1393.60 17.42	37794 1448.80 18.11
DISPENSING TECHN EFF 85 09 28	DIT	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17691 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08			
EEG TECHNOLOGIST EFF 85 09 28	EEG	20869 800.00 10.00	21829 836.80 10.46	22831 875.20 10.94	23895 916.00 11.45	25001 958.40 11.98	26170 1003.20 12.54			
EKG TECHNICIAN 1 EFF 85 09 28	EK1	14504 556.00 6.95	15005 575.20 7.19	15547 596.00 7.45	16132 618.40 7.73	16674 639.20 7.99	17300 663.20 8.29			
EKG TECHNICIAN 2 EFF 85 09 28	EK2	17634 676.00 8.45	18302 701.60 8.77	19012 728.80 9.11	19763 757.60 9.47	20514 786.40 9.83	21349 818.40 10.23			
EKG TECHNICIAN 3 EFF 85 09 28	EK3	20514 786.40 9.83	21349 818.40 10.23	22184 850.40 10.63	23060 884.00 11.05	24020 920.80 11.51	25001 958.40 11.98			

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
HEALTH

CLASSIFICATION TITLE	PAY CODE						
INSTIT SPVR 1 EFF 85 09 28	IR1	18156	18761	19387	20055	20786	21516
		696.00	719.20	743.20	768.80	796.80	824.80
		8.70	8.99	9.29	9.61	9.96	10.31
INSTIT SPVR 2 EFF 85 09 28	IR2	19993	20660	21370	22100	22873	23686
		766.40	792.00	819.20	847.20	876.80	908.00
		9.58	9.90	10.24	10.59	10.96	11.35
INSTIT SPVR 3 EFF 85 09 28	IR3	21370	22100	22873	23686	24542	25398
		819.20	847.20	876.80	908.00	940.80	973.60
		10.24	10.59	10.96	11.35	11.76	12.17
LAB ASSISTANT 1 EFF 85 09 28	LA1	15297	15777	16278	16758		
		586.40	604.80	624.00	642.40		
		7.33	7.56	7.80	8.03		
LAB ASSISTANT 2 EFF 85 09 28	LA2	16278	16758	17300	17885	18448	19074
		624.00	642.40	663.20	685.60	707.20	731.20
		7.80	8.03	8.29	8.57	8.84	9.14
LIC PRACTICAL NURSE EFF 85 09 28	LPN	20097	20911	21746	22643	23540	
		770.40	801.60	833.60	868.00	902.40	
		9.63	10.02	10.42	10.85	11.28	
MED EQUIP TECHN 1 EFF 85 09 28	MQ1	20331	20993	21731	22468	23281	24095
		779.38	804.75	833.03	861.30	892.48	923.65
		10.75	11.10	11.49	11.88	12.31	12.74
MED EQUIP TECHN 2 EFF 85 09 28	MQ2	22468	23281	24095	24965	25910	26837
		861.30	892.48	923.65	957.00	993.25	1028.78
		11.88	12.31	12.74	13.20	13.70	14.19
MED EQUIP TECHN 3 EFF 85 09 28	MQ3	24095	24965	25910	26837	27858	28937
		923.65	957.00	993.25	1028.78	1067.93	1109.25
		12.74	13.20	13.70	14.19	14.73	15.30
MED TECHNICIAN 1 EFF 85 09 28	MT1	18615	19450	20326	21266	22246	23248
		713.60	745.60	779.20	815.20	852.80	891.20
		8.92	9.32	9.74	10.19	10.66	11.14
MED TECHNICIAN 2PIO EFF 85 09 28	MT2	20076	20994	21954	22977	24041	25147
		769.60	804.80	841.60	880.80	921.60	964.00
		9.62	10.06	10.52	11.01	11.52	12.05

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

HEALTH

CLASSIFICATION TITLE	PAY CODE						
MED TECHNOLOGIST 1 EFF 85 09 28	MG1	21286 816.00 10.20	22246 852.80 10.66	23269 892.00 11.15	24354 933.60 11.67	25502 977.60 12.22	26671 1022.40 12.78
MED TECHNOLOGIST 2 EFF 85 09 28	MG2	22998 881.60 11.02	24062 922.40 11.53	25168 964.80 12.06	26358 1010.40 12.63	27568 1056.80 13.21	28862 1106.40 13.83
MED TECHNOLOGIST 3 EFF 85 09 28	MG3	24500 939.20 11.74	25648 983.20 12.29	26817 1028.00 12.85	28090 1076.80 13.46	29384 1126.40 14.08	30782 1180.00 14.75
MED TECHNOLOGIST 4 EFF 85 09 28	MG4	26817 1028.00 12.85	28069 1076.00 13.45	29384 1126.40 14.08	30761 1179.20 14.74	32222 1235.20 15.44	33725 1292.80 16.16
MED TECHNOLOGIST 5 EFF 85 09 28	MG5	29885 1145.60 14.32	31283 1199.20 14.99	32765 1256.00 15.70	34330 1316.00 16.45	35958 1378.40 17.23	37669 1444.00 18.05
NURSE GRADUATE EFF 85 09 28	N1L	24125 924.80 11.56					
NURSE 1 EFF 85 09 28	N1	24646 944.80 11.81	25711 985.60 12.32	26754 1025.60 12.82	27840 1067.20 13.34	28883 1107.20 13.84	29947 1148.00 14.35
NURSE 2 EFF 85 09 28	N2	26754 1025.60 12.82	27840 1067.20 13.34	28883 1107.20 13.84	29947 1148.00 14.35	31012 1188.80 14.86	32201 1234.40 15.43
NURSE 3 EFF 85 09 28	N3	27840 1067.20 13.34	28883 1107.20 13.84	29947 1148.00 14.35	31012 1188.80 14.86	32201 1234.40 15.43	33391 1280.00 16.00

CLASSIFICATION TITLE	PAY CODE							
NURSE 4 EFF 85 09 28	N4	28883 1107.20 13.84	29947 1148.00 14.35	31012 1188.80 14.86	32201 1234.40 15.43	33391 1280.00 16.00	34580 1325.60 16.57	
NURSE 5 EFF 85 09 28	N5	29947 1148.00 14.35	31012 1188.80 14.86	32201 1234.40 15.43	33391 1280.00 16.00	34580 1325.60 16.57	35770 1371.20 17.14	
NURSING ATTENDANT 1 EFF 85 09 28	NA1	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	
NURSING ATTENDANT 2 EFF 85 09 28	NA2	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14	21892 839.20 10.49	
OCCUP THERAPIST 1 EFF 85 09 28	OT1	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	
OCCUP THERAPIST 2 EFF 85 09 28	OT2	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	
OCCUP THERAPIST 3 EFF 85 09 28	OT3	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24	33078 1268.00 15.85	
PHARMACIST 1 EFF 85 09 28	PC1	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
PHARMACIST 2 EFF 85 09 28	PC2	32549 1247.73 17.21	33740 1293.40 17.84	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
PHYSIOTHERAPIST 1 EFF 85 09 28	PI1	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55	24980 957.60 11.97	25899 [illegible] 12.41	
PHYSIOTHERAPIST 2 EFF 85 09 28	PI2	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12
		30615 1173.60 14.67	31805 1219.20 15.24	33078 1268.00 15.85				

CLASSIFICATION TITLE	PAY CODE							
PSYCH NURSE ASST 1 EFF 85 09 28	SN1	16758 642.40 8.03	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14		
PSYCH NURSE ASST 2 EFF 85 09 28	SN2	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	
PSYCHOLOG INTERNE EFF 85 09 28	PYE	Prevailing rates.						
PSYCHOLOGIST 1 EFF 85 09 28	PY1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.76 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
PSYCHOLOGIST 2 EFF 85 09 28	PY2	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
PSYCHOLOGIST 3 EFF 85 09 28	PY3	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99
PSYCHOLOGIST 4 EFF 85 09 28	PY4	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30
		53921 2066.98 28.51						
VET MEDICAL OFF 1 EFF 85 09 28	VT1	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76	
VET MEDICAL OFF 2 EFF 85 09 28	VT2	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	
VET MEDICAL OFF 3 EFF 85 09 28	VT3	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	
VET MEDICAL OFF 4 EFF 85 09 28	VT4	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
VET MEDICAL OFF 5 EFF 85 09 28	VT5	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30
		53921 2066.98 28.51						

LEGAL, INSPECTION AND REGULATORY COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Pay Plan for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All Articles within this Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 With the exception of those listed in 2:05, the hours of work for all employees covered by this Sub-Agreement shall be:

a) 36-1/4 hours per week, or

b) 40 hours per week.

2:02 The hours of work Category (A or B) applicable to each classification shall be indicated in Appendix "A" to this Component Sub-Agreement.

2:03 Employees whose hours of work are Category (A) of Section 2:01 shall work seven and one quarter (7-1/4) consecutive hours per work day exclusive of meal periods and thirty-six and one quarter (36-1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive, but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 Employees whose hours of work are Category (B) of Section 2:01 shall work eight (8) consecutive hours per work day exclusive of meal periods and forty (40) hours in each week, except as otherwise provided in Section 2:05.

2:05 Natural Resource Officers and Park Patrol may be required to work ten (10) days in each two week period excepting where a statutory holiday occurs on one of the ten (10) working days.

2:06 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 2:03, the employing authority, with the approval of the Civil Service Commission, may set different hours of work.

2:07 Any variations to a work day or work week other than those described in Sections 2:03, 2:04, and 2:05 shall only be instituted with the mutual consent of the parties to this Sub-Agreement.

2:08 Employees will be entitled to two rest periods of fifteen (15) minutes each per day, at such times as may be specified by the head of the department.

2:09 The Government policy regarding flexible hours is attached for informational purposes.

2:10 The hours of work established for Park Patrol are a basis for computing overtime and shall not be construed as a guarantee of hours of work.

OVERTIME

3:01 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:02 The sections within this Sub Agreement dealing with compensation for overtime shall apply only to those employees who are in a classification listed in the Overtime Schedule for this Sub Agreement.

3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one half (1-1/2x) for all overtime worked. Daily overtime will be paid after:

- 7-1/4 hours per day for employees whose hours of work are 36-1/4 hours/week.
- 8 hours per day for employees whose hours of work are 40 hours/week.

3:04 An employee who is required to work on his first day of rest is entitled to compensation at time and one half (1-1/2x) for the first four hours of overtime and double time (2x) for all time worked thereafter on that day with a minimum payment for three (3) hours overtime.

3:05 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all time worked with a minimum payment for three (3) hours overtime.

3:06 Natural Resource Officers and Park Patrol whose hours of work are determined in Section 2:05, are eligible for overtime on a daily basis after eight (8) hours of work and on a non-scheduled working day in accordance with the following:

1st day of rest - time and one half (1-1/2x) for the first four (4) hours and double time (2x) thereafter
2nd day of rest - double time (2x)
3rd day of rest - time and one half (1-1/2x) for the first four (4) hours and double time (2x) thereafter
4th day of rest - double time (2x)

In order to qualify for the premium rates on a non-scheduled working day, an employee must have received pay for all or part of each of the ten (10) preceding regular working days. Such pay to include sick leave or statutory holiday pay where applicable.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:08 Where an employee has chosen to receive time off in lieu of payment for overtime, arrangements in respect thereof shall be completed to the mutual agreement of the employee and the authorized supervisor within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within the sixty (60) calendar day period, the employee shall receive payment. When payment is made, it shall be at the rate of pay in effect for the employee at the time when the overtime was worked.

3:09 Overtime shall be paid at the appropriate step within the pay range attached to a classification excluding any extra qualification payments.

3:10 An employee entitled to overtime compensation, if called out or scheduled to work additional hours, shall receive for the work, a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:11 Where an employee is required, as a general condition of employment to take a course upgrading his qualifications, and where successful completion of such a course qualifies the employee for additional pay if, due to the existing shift schedule, the employee is required to attend classes during his scheduled days off, he may be compensated for such days through compensatory leave at straight time rates.

3:12 Overtime monies shall be paid to employees as expeditiously as possible.

3:13 In order to qualify for the premium rate on his day of rest, as set out in Sections 3:04 and 3:05, a Park Patrol employee must have received pay for all or part of each of the five (5) preceeding regular working days. Such pay to include sick leave or Statutory Holiday Pay, where applicable.

COMPENSATORY LEAVE

4:01 Where an employee, not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

4:02 By mutual agreement between the employee and the employing authority or other authorized supervisory official, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay, or
b) payment at straight time hourly rates.

4:03 Time off under 4:02 a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.

4:04 Where arrangements under Section 4:02 are not made within sixty (60) calendar days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

4:05 Where an employee referred to in Section 4:01 is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

SHIFT PREMIUM

5:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars and sixty cents ($3.60) for the shift in addition to his regular pay.

Effective September 28, 1985 the shift premium shall be increased to three dollars and eighty cents ($3.80). Effective January 4, 1986 the shift premium shall be increased to four dollars ($4.00).

5:02 The shift premium shall not be included in the calculations of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

WEEKEND PREMIUM

6:01 An employee shall receive thirty-five cents (35¢) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

6:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

6:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

6:04 This provision is effective on April 27, 1985.

STAND-BY

7:01 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

7:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number or location at which he may be reached and must be available to return for duty as quickly as possible if called or contacted.

7:03 An employee on stand-by who is entitled to overtime compensation and who is called back to work shall be compensated in accordance with call-out provisions in addition to stand-by pay.

7:04 For the purpose of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

COURT LEAVE

8:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the Government.

ACTING STATUS

9:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness

Minister

Peter Olfert

Witness

President of the Manitoba Government Employees' Association

Ronald Hahlin

Witness

For the Component Negotiating Committee

APPENDIX "A"

HOURS OF WORK SCHEDULE

All employees within this Sub-Agreement shall come within Category A except those employees in the following classes who shall be categorized as Category B employees:

Natural Resource Officer 1 - 5
Highway Traffic Inspector 1 - 3
Motor Vehicle Inspector 1 - 2
Park Patrol 1 - 2

An employee in a classification identified as Category B may, if required to perform duties in an office, work 7-1/4 hours per day, 36-1/4 hours per week while he is assigned to the office. For purposes of overtime determination, normal hours of work for such an employee shall be as specified in Article 2:04 of this Sub-Agreement.

OVERTIME SCHEDULE

Apprenticeship Counsellor 1, 2
Assessment Officer 1, 2, 3
Assistant Chief Driver Education
Assistant District Registrar
Assistant Fire Commissioner 1, 2 3
Chief Land Titles Clerk
Clerk of Court 1, 2, 3, 4
Compliance Officer 1, 2
Consumer Services Officer 1
Court Communicator 1, 2
Court Reporter 1, 2
Court Usher
Dairy Inspector 1, 2, 3
Dealer Inspector
Document Examiner
Driver Examiner 1, 2, 3
Employment Standards Officer 1, 2
Enforcement Officer
Estates Officer 1, 2
Highway Traffic Inspector 1, 2, 3
Human Rights Officer 1
Inspector Mechanical & Engineering Division 1
Inspector and Projectionist
Labour Board Officer 1
Land Titles Clerk 1, 2, 3, 4, 5
Liaison Officer 1, 2
Mines Inspector 1, 2
Motor Vehicle Inspector 1, 2, 3
Natural Resource Officer 1, 2, 3, 4, 5
Park Patrol 1, 2
Property Appraiser 1, 2
Public Health Inspector 1, 2
Reviewing Officer 1, 2
Safety and Health Officer 1, 2
Senior Enforcement Officer
Sheriff 1, 2, 3
Sheriff's Officer 1, 2, 3, 4
Survey Examiner 1, 2, 3
Tax Official 1, 2

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after established office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7-1/4 hours per work day and 36-1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

SALARY SCHEDULE - APPENDIX A1

LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE							
APPRENTICESHP COUN 1 EFF 85 09 28	AL1	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
APPRENTICESHP COUN 2 EFF 85 09 28	AL2	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15	
ASSESSMENT OFF 1 EFF 85 09 28	AS1	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38	22279 854.05 11.78	
ASSESSMENT OFF 2 EFF 85 09 28	AS2	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	
ASSESSMENT OFF 3 EFF 85 09 28	AS3	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	
ASSESSMENT OFF 4 EFF 85 09 28	AS4	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	
ASSESSMENT OFF 5 EFF 85 09 28	AS5	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76
ASST CH DRIVER EDUC EFF 85 09 28	ACD	27348 1048.35 14.46	28368 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
ASST DIST REGISTRAR EFF 85 09 28	ADR	26364 1010.65 13.94	27348 1048.35 14.46	28368 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE							
ASST FIRE COMMISNR 1 EFF 85 09 28	AF1	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
ASST FIRE COMMISNR 2 EFF 85 09 28	AF2	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15	
ASST FIRE COMMISNR 3 EFF 85 09 28	AF3	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	
CH DRIVER EDUC EFF 85 09 28	CDE	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.96 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
CH INSPECTION SERV EFF 85 09 28	CIS	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
CH LAND TITLES CLK EFF 85 09 28	CLT	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
CLERK OF COURT 1 EFF 85 09 28	CC1	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38	
CLERK OF COURT 2 EFF 85 09 28	CC2	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	
CLERK OF COURT 3 EFF 85 09 28	CC3	23281 892.48 12.31	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	
CLERK OF COURT 4 EFF 85 09 28	CC4	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
CLERK OF COURT 5 EFF 85 09 28	CC5	[illegible] 1068.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE							
COMPLIANCE OFF 1 EFF 85 09 28	CI1	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	
COMPLIANCE OFF 2 EFF 85 09 28	CI2	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
COMPLIANCE OFF 3 EFF 85 09 28	CI3	28937 1109.25 15.30	30015 1150.56 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	
CONSUMER SERV OFF 1 EFF 85 09 28	FC1	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.70 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
CONSUMER SERV OFF 2 EFF 85 09 28	FC2	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98	
CONSUMER SERV OFF 3 EFF 85 09 28	FC3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
COURT COMMUN 1 EFF 85 09 28	CM1	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	
COURT COMMUN 2 EFF 85 09 28	CM2	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	
COURT REPORTER 1 EFF 85 09 28	CR1	20785 796.78 10.99	21523 825.05 11.38	22279 854.05 11.78				
COURT REPORTER 2 EFF 85 09 28	CR2	23281 892.48 12.31	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	
COURT REPORTER 3 EFF 85 09 28	CR3	28407 1088.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	
COURT USHER EFF 85 09 28	CUS	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE						
DAIRY INSPECTOR 1 EFF 85 09 28	DN1	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94
DAIRY INSPECTOR 2 EFF 85 09 28	DN2	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19
DAIRY INSPECTOR 3 EFF 85 09 28	DN3	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49
DEALER INSPECTOR EFF 85 09 28	DIN	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46
DEP CLERK COUNT CRT EFF 85 09 28	DOC	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84
DEP PROTHONOTARY EFF 85 09 28	DPR	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	37050 1420.28 19.59	38544 1477.55 20.38
DIV SPVR DEPT LABOUR EFF 85 09 28	DLS	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	37050 1420.28 19.59	38544 1477.55 20.38
DOCUMENT EXAMINER EFF 85 09 28	DEX	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
DRIVER EXAMINER 1 EFF 85 09 28	DX1	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98
DRIVER EXAMINER 2 EFF 85 09 28	DX2	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44
DRIVER EXAMINER 3 EFF 85 09 28	DX3	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46

CLASSIFICATION TITLE	PAY CODE						
EMPLOY STAND OFF 1 EFF 85 09 28	EP1	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88
EMPLOY STAND OFF 2 EFF 85 09 28	EP2	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15
EMPLOY STAND OFF 3 EFF 85 09 28	EP3	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84
ENFORCEMENT OFFICER EFF 85 09 28	EFO	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88
ESTATES OFFICER 1 EFF 85 09 28	ES1	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94
ESTATES OFFICER 2 EFF 85 09 28	ES2	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88
ESTATES OFFICER 3 EFF 85 09 28	ES3	28407 1088.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12
ESTATES OFFICER 4 EFF 85 09 28	ES4	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98
EXAMINATION OFFICER EFF 85 09 28	EOL	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22
HUMAN RIGHTS OFF 1 EFF 85 09 28	HO1	27346 1048.35 14.46	28388 1088.23 15.01	29460 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49
HUMAN RIGHTS OFF 2 EFF 85 09 28	HO2	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE						
HWY TRAFFIC INSP 1 EFF 85 09 28	MV1	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63
HWY TRAFFIC INSP 2 EFF 85 09 28	MV2	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86
HWY TRAFFIC INSP 3 EFF 85 09 28	MV3	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12
INSP & PROJECTIONIST EFF 85 09 28	IPR	21371 819.25 11.30	22109 847.53 11.69	22865 876.55 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44
INSP COURT SERVICES EFF 85 09 28	ICS	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	37050 1420.28 19.59	38544 1477.55 20.38
INSP MECH ENG DIV 1 EFF 85 09 28	IM1	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15
INSP MECH ENG DIV 2 EFF 85 09 28	IM2	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84
INV LIC SUSP AP BD EFF 85 09 28	ILS	20993 804.75 11.10	21731 833.05 11.49	22487 862.03 11.89	23281 892.48 12.31	24095 923.65 12.74	24965 957.00 13.20
INVESTIGATOR LABOUR EFF 85 09 28	INV	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84
LABOUR BOARD OFF 1 EFF 85 09 28	LR1	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE							
LAND TITLES CLERK 1 EFF 85 09 28	LT1	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79	
LAND TITLES CLERK 2 EFF 85 09 28	LT2	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38	22279 854.05 11.78	
LAND TITLES CLERK 3 EFF 85 09 28	LT3	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	
LAND TITLES CLERK 4 EFF 85 09 28	LT4	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	
LAND TITLES CLERK 5 EFF 85 09 28	LT5	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	
LIAISON OFF 1 EFF 85 09 28	LO1	20993 804.75 11.10	21731 833.03 11.49	22487 862.03 11.89	23281 892.48 12.31	24095 923.65 12.74	24965 957.00 13.20	
LIAISON OFF 2 EFF 85 09 28	LO2	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	
MINES INSPECTOR 1 EFF 85 09 28	MI1	23281 892.48 12.31	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	
MINES INSPECTOR 2 EFF 85 09 28	MI2	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
MINES INSPECTOR 3 EFF 85 09 28	MI3	28937 1109.25 15.30	30015 1150.56 15.87	31168 1194.80 16.48	32360 1240.46 17.11	33627 1289.05 17.78	34951 1339.80 18.48	
MINES INSPECTOR 4 EFF 85 09 28	MI4	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	37050 1420.28 19.59	38544 1477.55 20.38	
MINES INSPECTOR 5 EFF 85 09 28	MI5	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.6[illegible] 21.76

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA

SALARY SCHEDULE - APPENDIX A1

LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE						
MOTOR VEH INSP 1 EFF 85 09 28	VI1	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	22267 853.60 10.67
MOTOR VEH INSP 2 EFF 85 09 28	VI2	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17
MOTOR VEH INSP 3 EFF 85 09 28	VI3	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
NATURAL RESOUR OFF 1 EFF 85 09 28	NR1	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96			
NATURAL RESOUR OFF 2 EFF 85 09 28	NR2	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61
NATURAL RESOUR OFF 3 EFF 85 09 28	NR3	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67
NATURAL RESOUR OFF 4 EFF 85 09 28	NR4	28925 1108.80 13.86	30010 1150.40 14.38	31179 1195.20 14.94	32347 1240.00 15.50	33620 1288.80 16.11	34935 1339.20 16.74
NATURAL RESOUR OFF 5 EFF 85 09 28	NR5	31763 1217.60 15.22	32973 1264.00 15.80	34267 1313.60 16.42	35645 1366.40 17.08	37064 1420.80 17.76	38567 1478.40 18.48
PARK PATROL 1 EFF 85 09 28	PP1	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84			
PARK PATROL 2 EFF 85 09 28	PP2	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77			

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE							
PROPERTY APPRAIS 1 EFF 85 09 28	PS1	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38	22279 854.05 11.78	
PROPERTY APPRAIS 2 EFF 85 09 28	PS2	25910 993.25 13.70	26837 1028.76 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	
PROPERTY APPRAIS 3 EFF 85 09 28	PS3	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	
PROPERTY APPRAIS 4 EFF 85 09 28	PS4	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76
PROPERTY APPRAIS 5 EFF 85 09 28	PS5	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
PUBLIC HLTH INSP 1 EFF 85 09 28	PR1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	
PUBLIC HLTH INSP 2 EFF 85 09 28	PR2	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15	33627 1289.05 17.78	
PUBLIC HLTH INSP 3 EFF 85 09 28	PR3	31225 1196.98 16.51	32435 1243.38 17.15	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98	
REGISTRAT & INV OFF EFF 85 09 28	R10	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
REVIEWING OFFICER 1 EFF 85 09 28	RW1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	
REVIEWING OFFICER 2 EFF 85 09 28	RW2	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	
REVIEWING OFFICER 3 EFF 85 09 28	RW3	28407 1088.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	
REVIEWING OFFICER 4 EFF 85 09 28	RW4	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	

LEGAL, INSPECT., REGULATORY

CLASSIFICATION TITLE	PAY CODE						
SAFETY HEALTH OFF 1 EFF 85 09 28	SI1	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19			
SAFETY HEALTH OFF 2 EFF 85 09 28	SI2	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15	33627 1289.05 17.78
SAFETY HEALTH OFF 3 EFF 85 09 28	SI3	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84
SAFETY HEALTH OFF 4 EFF 85 09 28	SI4	31225 1196.98 16.51	32435 1243.38 17.15	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37768 1448.55 19.96
SHERIFF 1 EFF 85 09 28	SH1	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88
SHERIFF 2 EFF 85 09 28	SH2	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15
SHERIFF 3 EFF 85 09 28	SH3	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15	33627 1289.05 17.78	34951 1339.80 18.48
SHERIFFS OFFICER 1 EFF 85 09 28	SO1	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69			
SHERIFFS OFFICER 2 EFF 85 09 28	SO2	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44
SHERIFFS OFFICER 3 EFF 85 09 28	SO3	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01
SHERIFFS OFFICER 4 EFF 85 09 28	SO4	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88
SR COURT REPORTER EFF 85 09 28	SRC	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84

LEGAL,INSPECT.,REGULATORY

CLASSIFICATION TITLE	PAY CODE						
SR ENFORCEMENT OFF EFF 85 09 28	SEO	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15
SURVEY EXAMINER 1 EFF 85 09 28	SE1	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44
SURVEY EXAMINER 2 EFF 85 09 28	SE2	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
SURVEY EXAMINER 3 EFF 85 09 28	SE3	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51
SURVEY EXAMINER 4 EFF 85 09 28	SE4	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
TAX OFFICIAL 1 EFF 85 09 28	TL1	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44
TAX OFFICIAL 2 EFF 85 09 28	TL2	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01

NOTE: # Civil Service and/or Departmental Classification

PHYSICAL SCIENCES COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Pay Plan for this Component Sub-Agreement Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All articles within this Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 The hours of work for all employees covered by this Sub-Agreement shall be:

a) 36 1/4 hours per week, or
b) 40 hours per week.

2:02 The hours of work applicable to each classification shall be indicated in Appendix "A" of this Sub-Agreement.

2:03 Employees whose hours of work are Category (A) of Section 2:01 shall work seven and one-quarter (7 1/4) consecutive hours per work day and thirty-six and one-quarter (36 1/4) hours per week exclusive of lunch periods. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:04 Employees whose hours of work are Category (B) of Section 2:01 shall work eight (8) consecutive hours in each work day exclusive of lunch periods and forty (40) hours in each week.

2:05 Where the nature of the work, the exigencies of the service or existing regulations are such that is is not possible to observe the hours prescribed in Section 2:03, the employing authority with the approval of the Civil Service Commission may set different hours of work.

2:06 The Government policy regarding flexible hours for 'office' employees shall apply for the duration of this Sub-Agreement and is attached for informational purposes only.

2:07 Any variations to a work day or work week, other than those described in this Article shall only be instituted with the mutual consent of the parties to this Sub-Agreement.

2:08 Employees will be entitled to two rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

OVERTIME

3:01 The sections within this Article dealing with compensation for overtime shall apply only to those employees who are in a classification listed in the Overtime Schedule attached to this Sub-Agreement.

3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half (1 1/2x) for all overtime worked. Daily overtime will be paid after:

- 7 1/4 hours per day for employees whose hours of work are 36 1/4 hours/week;
- 8 hours per day for employees whose hours of work are 40 hours/week.

3:04 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2x) for the first four (4) hours of overtime on that day and double time (2x) for all time worked thereafter.

3:05 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all time worked.

3:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

3:08 a) Where an employee has chosen to receive time off in lieu of overtime payment, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or other authorized supervisory official within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked.

b) Where mutual agreement has not been reached within this sixty (60) calendar day period, the employee shall receive payment and such payment shall be made at the rate of pay in effect for the employee at the time when the overtime was worked.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

4:02 Accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay, or
b) payment at straight time hourly rates.

4:03 Such time off under 4:02(a) shall be taken at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

4:04 Where arrangements under 4:02 are not made within one year from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

4:05 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours compensatory leave provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

STAND-BY

5:01 For the prupose of this Article, a twenty-four hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

5:02 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall receive payment of six dollars ($6.00) for each twenty-four hour period or less of stand-by on an employee's regular working day. For stand-by on an employee's day of rest or on a paid holiday on which the employee is not scheduled to work, the payment shall be twelve dollars ($12.00) for each twenty-four hour period or less.

5:03 An employee on stand-by if called back to work shall be compensated in accordance with the call-out provisions in Article 3:06, in addition to stand-by pay.

5:04 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

SHIFT PREMIUM

6:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars and twenty cents ($3.20). for the shift in addition to his regular pay.

6:02 The shift premium shall not be included in the calculation of overtime payments, superannuation, group insurance, sick leave payment, vacation pay or any other benefits.

WEEKEND PREMIUM

7:01 An employee shall receive thirty-five (35¢) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

7:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

7:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

7:04 This provision is effective on April 17, 1985.

QUALIFICATION PAY

8:01 Employees who are designated to dynamite, and/or operate barges for rescue operations and/or clear debris from bridge areas during emergency flood situations will receive a premium of $1.00 for each hour of actual time worked in these areas.

COURT LEAVE

9:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the Government.

ACTING STATUS

10:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

10:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

APPENDIX "A"

HOURS OF WORK

All employees in the Physical Sciences Component Sub-Agreement come within hours of work Category "A" (36 1/4 hours per week) with the exception of employees in the following classifications who come within hours of work Category "B" (40 hours per week):

- Agricultural Technologist 1 - 6
- Agrologist 1 - 6
- Biologist 1 - 4
- Forester 1 - 4
- Geologist 1 - 4
- Control Surveyor 2 - 3
- Engineering Aid 1 - 4
- Resource Technician 1 - 6
- Technical Engineering Officer
- Technical Engineering Officer 1 - 3
- Hatchery Superintendent

An employee in a classification listed as Category "B" shall, if required to perform duties in an office, work 7 1/4 hours per day, 36 1/4 hours per week while he is assigned to the office. For purposes of overtime determination, normal hours of work for such an employee shall be as specified in Article 2:04 of this Sub-Agreement.

OVERTIME SCHEDULE

- Agricultural Technologist 1
- Agricultural Technologist 2
- Agricultural Technologist 3
- Agricultural Technologist 4
- Agrologist 1
- Architect 1
- Biologist 1
- Chemist 1
- Drafting Technician 1
- Drafting Technician 2
- Drafting Technician 3
- Drafting Technician 4
- Drafting Technician 5
- Engineering Aid 1
- Engineering Aid 2
- Engineering Aid 3
- Engineering Aid 4
- Environmental Officer 1
- Forester 1
- Geologist 1
- Hatchery Superintendent
- Interior Designer
- Laboratory Technologist 1
- Laboratory Technologist 2
- Laboratory Technologist 3
- Park Planner 1
- Planning Assistant 1
- Planning Assistant 2
- Resource Planner 1
- Resource Technician 1
- Resource Technician 2
- Resource Technician 3
- Resource Technician 4
- Technical Engineering Officer
- Toponymist

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness

Minister

Witness

President of the Manitoba Government
Employees' Association

T. Turcan
Witness

Wayne R. Anderson
For the Component Negotiating Committee

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for 'office' employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday inclusive.

EFFECTIVE 85 09 26
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
AG TECHNLGST 1 EFF 85 09 26	AG1	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	22267 853.60 10.67	
AG TECHNLGST 2 EFF 85 09 26	AG2	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	
AG TECHNLGST 3 EFF 85 09 26	AG3	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86	
AG TECHNLGST 4 EFF 85 09 26	AG4	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86	30052 1152.00 14.40	31220 1196.80 14.96	
AG TECHNLGST 5 EFF 85 09 26	AG5	28925 1108.80 13.86	30010 1150.40 14.38	31179 1195.20 14.94	32347 1240.00 15.50	33620 1288.80 16.11	34935 1339.20 16.74	
AG TECHNLGST 6 EFF 85 09 26	AG6	32535 1247.20 15.59	33808 1296.00 16.20	35123 1346.40 16.83	36521 1400.00 17.50	38003 1456.80 18.21	39547 1516.00 18.95	
AGROLOGIST 1 EFF 85 09 26	G1	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67
		31805 1219.20 15.24	33078 1268.00 15.85					
AGROLOGIST 2 EFF 85 09 26	G2	27902 1069.60 13.37	28925 1108.80 13.86	30010 1150.40 14.38	31179 1195.20 14.94	32347 1240.00 15.50	33620 1288.80 16.11	34935 1339.20 16.74
		36354 1393.60 17.42	37794 1448.80 18.11					
AGROLOGIST 2B P10 EFF 85 09 26	G2B	32535 1247.20 15.59	33808 1296.00 16.20	35123 1346.40 16.83	36521 1400.00 17.50	38003 1456.80 18.21	39547 1516.00 18.95	41154 1577.60 19.72
AGROLOGIST 3 EFF 85 09 26	G3	34351 1316.80 16.46	35666 1367.20 17.09	37085 1421.60 17.77	38546 1477.60 18.47	40090 1536.80 19.21	41697 1598.40 19.98	43513 1668.00 20.85
AGROLOGIST 4 EFF 85 09 26	G4	37085 1421.60 17.77	385[illegible] 1477.60 18.47	40090 1536.80 19.21	41697 1598.40 19.98	43513 1668.00 20.85	45370 1739.20 21.74	47373 1816.00 22.70

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                                   SALARY SCHEDULE - APPENDIX A1
                                        PHYSICAL SCIENCES

  CLASSIFICATION          PAY
      TITLE               CODE

AGROLOGIST 5              G5
     EFF  85 09 28                38546     40090     41697     43513     45370     47373     49440
                                1477.60   1536.80   1598.40   1668.00   1739.20   1816.00   1895.20
                                  16.47     19.21     19.98     20.85     21.74     22.70     23.69

AGROLOGIST 6              G6
     EFF  85 09 28                41697     43513     45370     47373     49440     51631     53906
                                1598.40   1668.00   1739.20   1816.00   1895.20   1979.20   2066.40
                                  19.98     20.85     21.74     22.70     23.69     24.74     25.83

ARCHITECT 1               AR1
     EFF  85 09 28                23679     24549     25419     26364     27348     28388     29466
                                 907.70    941.05    974.40   1010.65   1048.35   1086.23   1129.55
                                  12.52     12.98     13.44     13.94     14.46     15.01     15.58

                                  30620     31811     33078
                                1173.78   1219.45   1268.03
                                  16.19     16.82     17.49

ARCHITECT 2               AR2
     EFF  85 09 28                31168     32549     33816     35121     36521     38015     39547
                                1194.80   1247.73   1296.30   1346.33   1399.98   1457.25   1515.98
                                  16.48     17.21     17.88     18.57     19.31     20.10     20.91

ARCHITECT 3               AR3
     EFF  85 09 28                35670     37069     38544     40095     41703     43500     45372
                                1367.35   1421.00   1477.55   1537.00   1598.63   1667.50   1739.28
                                  18.86     19.60     20.38     21.20     22.05     23.00     23.99

ARCHITECT 4               AR4
     EFF  85 09 28                38544     40095     41703     43500     45372     47377     49438
                                1477.55   1537.00   1598.63   1667.50   1739.28   1816.13   1895.15
                                  20.36     21.20     22.05     23.00     23.99     25.05     26.14

BIOLOGIST 1               BL1
     EFF  85 09 28                25396     26356     27339     28403     29467     30615     31805
                                 973.60   1010.40   104[illegible].00   1088.60   1129.60   1173.60   1219.20
                                  12.17     12.63     13.10     13.61     14.12     14.67     15.24

                                  33078
                                1268.00
                                  15.85

BIOLOGIST 2               BL2
     EFF  85 09 28                31179     32535     33808     35123     36521     38003     39547
                                1195.20   1247.20   1296.00   1346.40   1400.00   1456.80   1516.00
                                  14.94     15.59     16.20     16.83     17.50     18.21     18.95

BIOLOGIST 3               BL3
     EFF  85 09 28                33808     35123     36521     38003     39547     41154     42970
                                1296.00   1346.40   1400.00   1456.80   1516.00   1577.60   1647.20
                                  16.20     16.83     17.50     18.21     18.95     19.72     20.59

BIOLOGIST 4               BL4
     EFF  85 09 28                38546     40090     41697     43513     45370     47373     49440
                                1477.60   1536.80   1598.40   1668.00   1739.20   1816.00   1895.20
                                  18.47     19.21     19.98     20.85     21.74     22.70     23.69
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CLASSIFICATION TITLE	PAY CODE							
CHEMIST 1 EFF 85 09 28	CH1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.76 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
CHEMIST 2 EFF 85 09 28	CH2	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57
		36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91				
CHEMIST 3 EFF 85 09 28	CH3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	36544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
CONTROL SURVEYOR 2 EFF 85 09 28	CX2	34351 1316.80 16.46	35666 1367.20 17.09	37085 1421.60 17.77	38546 1477.60 18.47	40090 1536.80 19.21	41697 1598.40 19.98	43513 1668.00 20.85
CONTROL SURVEYOR 3 EFF 85 09 28	CX3	35666 1367.20 17.09	37085 1421.60 17.77	38546 1477.60 18.47	40090 1536.80 19.21	41697 1598.40 19.98	43513 1668.00 20.85	45370 1739.20 21.74
DRAFTING TECHN 1 EFF 85 09 28	DM1	17570 673.53 9.29	18156 696.00 9.60	16780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	
DRAFTING TECHN 2 EFF 85 09 28	DM2	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	
DRAFTING TECHN 3 EFF 85 09 28	DM3	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	
DRAFTING TECHN 4 EFF 85 09 28	DM4	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.76 16.19	
DRAFTING TECHN 5 EFF 85 09 28	DM5	27348 1048.35 14.46	26388 1088.23 15.01	29466 1129.55 15.58	30620 1173.76 16.19	31811 1219.45 16.82	33078 1268.03 17.49	

SALARY SCHEDULE - APPENDIX A1

PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
DRAFTING TECHN 6 EFF 85 09 28	DM6	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	
*ENGINEERING AID 1 EFF 85 09 28	EA1	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14	
*ENGINEERING AID 2 EFF 85 09 28	EA2	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55	24980 957.60 11.97	
*ENGINEERING AID 3 EFF 85 09 28	EA3	23269 892.00 11.15	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	
*ENGINEERING AID 4 EFF 85 09 28	EA4	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86	30052 1152.00 14.40	
ENVIRONMENTAL OFF 1 EFF 85 09 28	EO1	22468 861.30 11.88	23281 892.48 12.31	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.76 14.19	27858 1067.93 14.73
		28937 1109.25 15.30	30052 1152.03 15.89					
ENVIRONMENTAL OFF 2 EFF 85 09 28	EO2	25910 993.25 13.70	26837 1028.76 14.19	27858 1067.93 14.73	28937 1109.25 15.30	29996 1149.85 15.86	31168 1194.80 16.48	32360 1240.48 17.11
		33627 1289.05 17.78	34932 1339.08 18.47					
ENVIRONMENTAL OFF 3 EFF 85 09 28	EO3	29996 1149.85 15.86	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10
		39547 1515.98 20.91	41154 1577.60 21.76					

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CLASSIFICATION        PAY
     TITLE            CODE

ENVIRONMENTAL OFF 4   EO4
      EFF 85 09 28
                               31168     32549     33816     35121     36521     38015     39547
                             1194.80   1247.73   1296.30   1346.33   1399.98   1457.25   1515.98
                               16.48     17.21     17.88     18.57     19.31     20.10     20.91

                               41156     42951
                             1577.60   1646.48
                               21.76     22.71

ENVIRONMENTAL OFF 5   EO5
      EFF 85 09 28
                               34365     35670     37069     38544     40095     41703     43500
                             1317.33   1367.35   1421.00   1477.55   1537.00   1598.63   1667.50
                               18.17     18.86     19.60     20.38     21.20     22.05     23.00

                               45372     47377
                             1739.28   1816.13
                               23.99     25.05

FORESTER 1            FO1
     EFF 85 09 28
                               25398     26358     27339     28403     29467     30615     31805
                              973.60   1010.40   1048.00   1088.80   1129.60   1173.60   1219.20
                               12.17     12.63     13.10     13.61     14.12     14.67     15.24

                               33078
                             1268.00
                               15.85

FORESTER 2            FO2
     EFF 85 09 28
                               31179     32535     33808     35123     36521     38003     39547
                             1195.20   1247.20   1296.00   1346.40   1400.00   1456.80   1516.00
                               14.94     15.59     16.20     16.83     17.50     18.21     18.95

FORESTER 3            FO3
     EFF 85 09 28
                               33808     35123     36521     38003     39547     41154     42970
                             1296.00   1346.40   1400.00   1456.80   1516.00   1577.60   1647.20
                               16.20     16.83     17.50     18.21     18.95     19.72     20.59

FORESTER 4            FO4
     EFF 85 09 28
                               38546     40090     41697     43513     45370     47373     49440
                             1477.60   1536.80   1598.40   1668.00   1739.20   1816.00   1895.20
                               18.47     19.21     19.98     20.85     21.74     22.70     23.69

GEOLOGIST 1           GE1
     EFF 85 09 28
                               23686     24542     25398     26358     27339     28403     29467
                              908.00    940.80    973.60   1010.40   1048.00   1088.80   1129.60
                               11.35     11.76     12.17     12.63     13.10     13.61     14.12

                               30615     31805     33078
                             1173.60   1219.20   1268.00
                               14.67     15.24     15.85
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  CLASSIFICATION        PAY
      TITLE             CODE

 GEOLOGIST 2            GE2
       EFF  85 09 26             32535    33808    35123    36521    38003    39547    41154
                               1247.20  1296.00  1346.40  1400.00  1456.80  1516.00  1577.60
                                 15.59    16.20    16.83    17.50    18.21    18.95    19.72

 GEOLOGIST 3            GE3
       EFF  85 09 28             37085    38546    40090    41697    43513    45370    47373
                               1421.60  1477.60  1536.80  1596.40  1668.00  1739.20  1816.00
                                 17.77    18.47    19.21    19.96    20.85    21.74    22.70

 GEOLOGIST 4            GE4
       EFF  85 09 28             41697    43513    45370    47373    49440    51631    53906
                               1598.40  1668.00  1739.20  1816.00  1895.20  1979.20  2066.40
                                 19.98    20.85    21.74    22.70    23.69    24.74    25.83

= HATCHERY SUPT         HAS
       EFF  85 09 28             20786
                                796.80
                                  9.96

 HYDROMETEOROLOGIST     HYD
       EFF  85 09 28             37069    38544    40095    41703    43500    45372    47377
                               1421.00  1477.55  1537.00  1598.63  1667.50  1739.28  1816.13
                                 19.60    20.38    21.20    22.05    23.00    23.99    25.05

 IND HYGIENIST 1        IG1
       EFF  85 09 28             31166    32549    33816    35121    36521    38015    39547
                               1194.80  1247.73  1296.30  1346.33  1399.98  1457.25  1515.98
                                 16.48    17.21    17.88    18.57    19.31    20.10    20.91

 IND HYGIENIST 2        IG2
       EFF  85 09 28             33816    35121    36521    38015    39547    41154    42970
                               1296.30  1346.33  1399.98  1457.25  1515.98  1577.60  1647.20
                                 17.88    18.57    19.31    20.10    20.91    21.76    22.72

 IND HYGIENIST 3        IG3
       EFF  85 09 28             38544    40095    41703    43500    45372    47377    49438
                               1477.55  1537.00  1598.63  1667.50  1739.28  1816.13  1895.15
                                 20.38    21.20    22.05    23.00    23.99    25.05    26.14

 INTERIOR DESIGNER      IND
       EFF  85 09 28             23679    24549    25419    26364    27348    28388    29466
                                907.70   941.05   974.40  1010.65  1048.35  1088.23  1129.55
                                 12.52    12.98    13.44    13.94    14.46    15.01    15.58

                                 30620    31611    33078
                               1173.78  1219.45  1268.03
                                 16.19    16.82    17.49

 LAB TECHNOLOGIST 1     LB1
       EFF  85 09 28             17570    18156    18780    19404    20066    20785
                                673.53   696.00   719.93   743.85   769.23   796.76
                                  9.29     9.60     9.93    10.26    10.61    10.99

 LAB TECHNOLOGIST 2     LB2
       EFF  85 09 28             20066    20785    21523    22279    23111    23962
                                769.23   796.78   825.05   854.05   885.95   918.58
                                 10.61    10.99    11.36    11.76    12.22    12.67
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CLASSIFICATION TITLE	PAY CODE							
LAB TECHNOLOGIST 3 EFF 85 09 28	LB3	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.55 13.94	27348 1048.35 14.46	28386 1088.23 15.01	
PARK PLANNER 1 EFF 85 09 28	KP1	27346 1048.35 14.46	28386 1088.23 15.01	29466 1129.55 15.58	30640 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
PARK PLANNER 2 EFF 85 09 28	KP2	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
PARK PLANNER 3 EFF 85 09 28	KP3	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
PARK PLANNER 4 EFF 85 09 28	KP4	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	
PLANNER 1 EFF 85 09 28	LP1	28937 1109.25 15.30	30015 1150.58 15.87	31166 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	
PLANNER 2 EFF 85 09 28	LP2	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
PLANNER 3 EFF 85 09 28	LP3	38544 1477.55 20.36	40095 1537.00 21.20	41703 1596.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	
PLANNER 4 EFF 85 09 28	LP4	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	
PLANNER 5 EFF 85 09 28	LP5	40890 1567.45 21.62	42611 1633.43 22.53	44426 1703.03 23.49	46374 1777.70 24.52	48398 1855.28 25.59	50535 1937.20 26.72	
PLANNING ASST 1 EFF 85 09 28	AP1	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	
PLANNING ASST 2 EFF 85 09 28	AP2	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	
PROJECT COORDINAT 3 EFF 85 09 28	PJ3	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99

PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
RESOURCE PLANNER 1 EFF 85 09 28	RP1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
RESOURCE PLANNER 2 EFF 85 09 28	RP2	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
RESOURCE PLANNER 3 EFF 85 09 28	RP3	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76	42951 1646.48 22.71
RESOURCE PLANNER 4 EFF 85 09 28	RP4	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
RESOURCE TECHN 1 EFF 85 09 28	RS1	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	
RESOURCE TECHN 2 EFF 85 09 28	RS2	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	
RESOURCE TECHN 3 EFF 85 09 28	RS3	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	
RESOURCE TECHN 4 EFF 85 09 28	RS4	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	
RESOURCE TECHN 5 EFF 85 09 28	RS5	28403 1088.80 13.61	29468 1130.40 14.13	30594 1172.80 14.66	31763 1217.60 15.22	32973 1264.00 15.80	34267 1313.60 16.42	
RESOURCE TECHN 6 EFF 85 09 28	RS6	31763 1217.60 15.22	32973 1264.00 15.80	34267 1313.60 16.42	35645 1366.40 17.06	37064 1420.80 17.76	38567 1478.40 18.48	
SCIENTIST 1 EFF 85 09 28	SX1	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
SCIENTIST 2 EFF 85 09 28	SX2	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00

PHYSICAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
SCIENTIST 3 EFF 85 09 28	SX3	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30
		53921 2066.98 28.51						
SPACE & PLAN CONSUL EFF 85 09 28	SPC	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
SR INTERIOR DESIGN EFF 85 09 28	SID	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
SR RESOURCE ANALYS/ EFF 85 09 28	SRA	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
TECH ENG OFF 1 EFF 85 09 28	TE1	28925 1108.80 13.86	30010 1150.40 14.38	31179 1195.20 14.94	32347 1240.00 15.50	33620 1288.80 16.11	34935 1339.20 16.74	
TECH ENG OFF 2 EFF 85 09 28	TE2	31763 1217.60 15.22	32973 1264.00 15.80	34267 1313.60 16.42	35645 1366.40 17.08	37064 1420.80 17.76	38567 1478.40 18.48	
TECH ENG OFF 3 EFF 85 09 28	TE3	33808 1296.00 16.20	35123 1346.40 16.83	36521 1400.00 17.50	38003 1456.80 18.21	39547 1516.00 18.95	41154 1577.60 19.72	
TECHNICAL ENGIN OFF EFF 85 09 28	TEO	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24	
TOPONYMIST EFF 85 09 28	TOP	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	

NOTE: # Civil Service and/or Departmental Classification

SOCIAL SCIENCES COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargainig unit who are incumbents in classifications listed in the Pay Plan for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All articles within this Sub-Agreement shall become effective from the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 The hours of work for all employees covered by this sub-agreement shall be 36 1/4 hours per week.

2:02 Those employees indicated as Category "A" employees in Appendix "A" of this sub-agreement shall work seven and one-quarter (7 1/4) consecutive hours per day exclusive of lunch periods and thirty-six and one-quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained on Saturday at the discretion of the employing authority.

2:03 Those employees indicated as Category "B" employees in Appendix "A" of this sub-agreement shall work seven and one-quarter (7 1/4) hours per day exclusive of lunch periods, and thirty-six and one-quarter (36 1/4) hours per week.

2:04 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Section 2:02, the employing authority with the approval of the Civil Service Commission may set different hours of work.

2:05 The government policy regarding flexible hours for "office" employees shall apply for the duration of this Sub-Agreement and is attached for informational purposes only.

2:06 Any variations to a work day or work week other than those described in this Article shall only be instituted with the mutual consent of the parties to this Sub-Agreement.

2:07 Employees will be entitled to two rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

OVERTIME

3:01 The sections within this Article dealing with compensation for overtime shall apply only to those employees who are in a classification listed in the Overtime Schedule attached to this Sub-Agreement.

3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:03 An employee who is required to work overtime on a regular work day is entitled to compensation at time and one-half (1 1/2x) for all overtime worked. Daily overtime will be paid after:

- 7 1/4 hours per day for employees indicated as Category "A" of this sub-agreement.
- 8 hours per day for employees indicated as Category "B" of this sub-agreement. Category "B" employees shall be compensated at straight time rates for overtime worked between 7 1/4 and 8 hours daily.

3:04 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2 x) for the first four (4) hours of overtime on that day and double time (2x) for any hours worked thereafter.

3:05 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all time worked.

3:06 An employee, if called out or scheduled to work overtime shall receive for the work, compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:07 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable overtime rate or by granting the employee the equivalent time off in lieu of payment.

> An employee who is a Category "B" employee, upon an approved request to take a regular working day of time off from the overtime accumulation standing to his credit at the time, shall receive time off at the rate of 7 1/4 hours from the overtime accumulation standing to his credit for each such day off requested and granted.

3:08 Where an employee has chosen to receive time off in lieu of payment for overtime, arrangements in respect thereof shall be completed to the mutual agreement of the employee and the authorized supervisor within sixty (60) calendar days following the end of the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within the sixty (60) calendar day period, the employee shall receive payment. When payment is made, it shall be at the rate of pay in effect for the employee at the time when the overtime was worked.

3:09 Not withstanding the foregoing provisions, part-time employees will only be entitled to overtime compensation for all authorized time worked in excess of seven and one-quarter or eight (7 1/4 or 8) hours in a day or thirty-six and one-quarter or forty (36 1/4 or 40) hours in a week.

COMPENSATORY LEAVE

4:01 Where an employee not eligible for premium overtime as set out in this Sub-Agreement has been designated by an authorized supervisory official to work overtime, he shall accumulate compensatory leave at the rate of one hour for each hour worked.

4:02 By mutual agreement between the employee and the employing authority, accumulated compensatory leave shall be granted on the basis of either:

a) equivalent time off without loss of pay; or
b) payment at straight time hourly rates.

4:03 Time off under 4:02(a) shall be at a time mutually agreeable to the employee and the authorized supervisory official.

4:04 Where arrangements under 4:02 are not made within 90 days from the start of the bi-weekly pay period in which the overtime was worked, the employee shall receive payment at straight time hourly rates based on the rate of pay at which he was being compensated when the overtime was worked.

4:05 Where an employee referred to in Section 4:01 above is called out or scheduled to work overtime, he shall receive for the work a minimum of three (3) hours time off with pay provided that the period of overtime worked is not contiguous to his scheduled working hours. A meal break shall not be regarded as affecting contiguity.

STAND-BY

5:01 An employee who has been designated by the employing authority or authorized supervisor to be available on stand-by during off duty hours, shall be entitled to payment of $7.00 for each twenty-four (24) hour period or less of stand-by on a regular working day. For stand-by on a day of rest or on a paid holiday that is not a working day, the payment shall be $14.00 for each twenty-four (24) hour period or less.

5:02 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

5:03 An employee on stand-by who is entitled to overtime compensation and who is called back to work shall be compensated in accordance with call-out provisions in addition to stand-by pay.

5:04 For the purpose of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

COURT LEAVE

6:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

ACTING STATUS

7:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the full duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

7:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

SHIFT PREMIUM

8:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars and twenty cents ($3.20)) for the shift in addition to his regular pay.

8:02 An employee required to work a full shift of overtime on his day of rest or as a result of a "call out" shall receive the shift premium if half or more of the hours worked are between 6:00 P.M. and 6:00 A.M. An employee shall not receive shift premium for overtime shifts which are contiguous to his regular working hours.

8:03 The shift premium shall not be included in the calculation of overtime payments, superannuation, group insurance, sick leave payments, vacation pay, or any other employee benefits.

DEFERRED SALARY LEAVE PLAN

9:01 The terms and conditions of the Deferred Salary Leave Plan will apply to the Social Sciences Component. Employees may apply to the employing authority to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the Deferred Salary Leave Plan.

9:02 The implementation of the D.S.L.P. will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Revenue Canada.

In witness whereof the Honourable Minister charged with the administration of the Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness	Minister
Peter Olfert Witness	President of the Manitoba Government Employees' Association
George McDonald Witness	For the Component Negotiating Committee

APPENDIX "A"

All employees in the Social Sciences Component not listed as Category "B" employees, as indicated below, shall be considered Category "A" employees

CATEGORY "B" (EMPLOYEES IN THE FOLLOWING CLASSIFICATIONS)

Cultural Development Officer
Directors of Communication 1-2
Economic Security Counsellor 1-4
Field Worker 1 - 4
Health and Social Development Specialist 1 - 7
Home Advisor 1 - 2
Home Economist 1 - 4
Recreation Specialist 1 - 4
Residence Counsellor
Resources Extension Officer 1 - 4
Rural Development Counsellor
Tourist Development Officer 1 - 3
Tourist Marketing Officer 1-3

OVERTIME SCHEDULE

Chief Photographer
Co-operative Officer 1
Day Care Co-ordinators
Economic Research Analyst 1
Economic Security Counsellor 1,2,3
Field Worker 1, 2
Health & Social Development Specialist 1, 2, 3
Heritage Resource Officer 1, 2
Home Advisor 1, 2
Home Economist 1
Illustrator 1, 2, 3
Informational Writer 1
Media Technician 1, 2, 3
Photographer 1, 2
Photographic Laboratory Technician
Planning & Program Analyst 1
Public Health Educator 1
Recreation Specialist 1
Research Assistant 1, 2
Residence Counsellor
Resource Extension Officer 1
Statistical Analyst 1
Tourist Development Officer 1, 2
Tourist Marketing Officer 1,2
Translator 1, 2

FLEXIBLE HOURS GUIDELINES

A division or branch within a department may, subject to the approval of the employing authority, determine the most suitable arrangements of hours of work for "office" employees in accordance with the following guidelines:

a) The office must remain open during the hours 8:30 A.M. to 4:30 P.M. with an extension to 5:00 P.M. where it is deemed necessary to provide service to the public.

b) Variations in employees' hours of work may occur as a result of staggered starting or finishing times or an alteration in the time allowed for lunch.

c) The earliest starting time is 7:30 A.M., the latest finishing time is 6:00 P.M., and the minimum allowable lunch period is 45 minutes.

d) Varied starting or finishing times must comprise a minimum of 30 minutes prior to or after normal office hours.

e) Service to the public must not be downgraded by the change in hours.

f) Employees must work 7 1/4 hours per day and 36 1/4 hours per week exclusive of lunch periods.

g) All employees must be present at work during a core period of 10:00 A.M. to 3:00 P.M., less lunch periods.

h) The normal work week continues to be Monday to Friday.

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PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
AGENCY REL COORD 1 EFF 85 09 28	AD1	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99
AGENCY REL COORD 2 EFF 85 09 28	AD2	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
CH PHOTOGRAPHER EFF 85 09 28	CPO	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	32435 1243.38 17.15	
CHAPLAIN EFF 85 09 28	CHN	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
COMM AFFAIRS SPEC EFF 85 09 28	COA	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41154 1577.60 21.76
COOP OFFICER 1 EFF 85 09 28	001	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
COOP OFFICER 2 EFF 85 09 28	002	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
COOP OFFICER 3 EFF 85 09 28	003	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
COOP OFFICER 4 EFF 85 09 28	004	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	
COOP OFFICER 5 EFF 85 09 28	005	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	
CULTURAL DEV OFF EFF 85 09 28	CDF	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
DAY CARE CO-ORD EFF 85 09 28	DCO	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49

SALARY SCHEDULE - APPENDIX A1

SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
DIR COMMUNICATIONS 1 EFF 85 09 28	DB1	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
DIR COMMUNICATIONS 2 EFF 85 09 28	DB2	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
ECO DEV CONSULTANT 1 EFF 85 09 28	IC1	26894 1030.95 14.22	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78
ECO DEV CONSULTANT 2 EFF 85 09 28	IC2	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
ECO DEV CONSULTANT 3 EFF 85 09 28	IC3	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
ECO DEV CONSULTANT 4 EFF 85 09 28	IC4	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30
		53921 2066.98 28.51						
ECON RES ANALYST 1 EFF 85 09 28	ER1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
ECON RES ANALYST 2 EFF 85 09 28	ER2	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
ECON RES ANALYST 3 EFF 85 09 28	ER3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
ECON RES ANALYST 4 EFF 85 09 28	ER4	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	

CLASSIFICATION TITLE	PAY CODE							
ECON SECURITY COUN 1 EFF 85 09 28	EB1	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	
ECON SECURITY COUN 2 EFF 85 09 28	EB2	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	
ECON SECURITY COUN 3 EFF 85 09 28	EB3	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82
		33078 1268.03 17.49						
ECON SECURITY COUN 4 EFF 85 0. 28	EB4	26894 1030.95 14.22	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78
		34951 1339.80 18.48	36356 1393.65 19.22	37788 1448.55 19.98				
FIELD WORKER 1 NA EFF 85 09 28	FW1	20993 804.75 11.10	21731 833.03 11.49	22487 862.03 11.89	23281 892.48 12.31	24095 923.65 12.74	24965 957.00 13.20	
FIELD WORKER 2 NA EFF 85 09 28	FW2	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
FIELD WORKER 3 NA EFF 85 09 28	FW3	26894 1030.95 14.22	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78
		34951 1339.80 18.48						
FIELD WORKER 4 NA EFF 85 09 28	FW4	30015 1150.58 15.87	31168 1194.80 16.48	32549 1247.73 17.21	33740 1293.40 17.84	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10
		39547 1515.98 20.91	41154 1577.60 21.76					

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EFFECTIVE 85 09 28              PROVINCE OF MANITOBA                         PAGE 279
THROUGH  86 09 26            SALARY SCHEDULE - APPENDIX A1
                                  SOCIAL SCIENCES

  CLASSIFICATION      PAY
      TITLE           CODE
HERITAGE RES OFF 1    HR1
      EFF  85 09 28
                          24549     25419     26364     27348
                         941.05    974.40   1010.65   1048.35
                          12.98     13.44     13.94     14.46
HERITAGE RES OFF 2    HR2
      EFF  85 09 28
                          25419     26364     27348     28388     29466     30620     31811
                         974.40   1010.65   1048.35   1088.23   1129.55   1173.78   1219.45
                          13.44     13.94     14.46     15.01     15.58     16.19     16.82
                          33076
                        1268.03
                          17.49
HERITAGE RES OFF 3    HR3
      EFF  85 09 28
                          32549     33816     35121     36521     38015     39547
                        1247.73   1296.30   1346.33   1399.98   1457.25   1515.98
                          17.21     17.88     18.57     19.31     20.10     20.91
HERITAGE RES OFF 4    HR4
      EFF  85 09 28
                          35670     37069     38544     40095     41703     43500
                        1367.35   1421.00   1477.55   1537.00   1598.63   1667.50
                          18.86     19.60     20.38     21.20     22.05     23.00
HERITAGE RES OFF 5    HR5
      EFF  85 09 28
                          38544     40095     41703     43500     45372     47377
                        1477.55   1537.00   1598.63   1667.50   1739.28   1816.13
                          20.38     21.20     22.05     23.00     23.99     25.05
HLTH SOC DEV SPEC 1   HS1
      EFF  85 09 28
                          22109     22865     23679     24549     25419     26364
                         847.53    876.53    907.70    941.05    974.40   1010.65
                          11.69     12.09     12.52     12.98     13.44     13.94
HLTH SOC DEV SPEC 2   HS2
      EFF  85 09 28
                          23679     24549     25419     26364     27348     28388
                         907.70    941.05    974.40   1010.65   1048.35   1088.23
                          12.52     12.98     13.44     13.94     14.46     15.01
HLTH SOC DEV SPEC 3   HS3
      EFF  85 09 28
                          25419     26364     27348     28388     29466     30620     31811
                         974.40   1010.65   1048.35   1088.23   1129.55   1173.78   1219.45
                          13.44     13.94     14.46     15.01     15.58     16.19     16.82
                          33076
                        1268.03
                          17.49
HLTH SOC DEV SPEC 4   HS4
      EFF  85 09 28
                          26894     27896     28937     30015     31168     32360     33627
                        1030.95   1069.35   1109.25   1150.58   1194.80   1240.46   1289.05
                          14.22     14.75     15.30     15.87     16.48     17.11     17.78
                          34951     36350     37748
                        1339.80   1393.45   1446.95
                          18.48     19.22     19.96
HLTH SOC DEV SPEC 5   HS5
      EFF  85 09 28
                          30015     31168     32549     33740     35121     36521     38015
                        1150.58   1194.80   1247.73   1293.40   1346.33   1399.98   1457.25
                          15.87     16.48     17.21     17.84     18.57     19.31     20.10
                          39547     41154
                        1515.98   1577.60
                          20.91     21.76
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SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
HLTH SOC DEV SPEC 6 EFF 85 09 28	HS6	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	
HLTH SOC DEV SPEC 7 EFF 85 09 28	HS7	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	
HOME ADVISOR 1 EFF 85 09 28	HV1	[illegible] 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	
HOME ADVISOR 2 EFF 85 09 28	HV2	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	
HOME ECONOMIST 1 EFF 85 09 28	HE1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31611 1219.45 16.82	33078 1266.03 17.46				
HOME ECONOMIST 2 EFF 85 09 28	HE2	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31166 1194.60 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
HOME ECONOMIST 3 EFF 85 09 28	HE3	31166 1194.60 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
HOME ECONOMIST 4 EFF 85 09 28	HE4	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
ILLUSTRATOR 1 EFF 85 09 28	IL1	20331 779.38 10.75	20994 804.75 11.10	21731 833.03 11.49	22467 862.03 11.89	23281 892.48 12.31	24095 923.65 12.74	
ILLUSTRATOR 2 EFF 85 09 28	IL2	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	
ILLUSTRATOR 3 EFF 85 09 28	IL3	25910 993.25 13.70	26837 1028.78 14.19	27858 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88	31225 1196.98 16.51	

SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE								
INFORM WRITER 1 EFF 85 09 28	IW1	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46		
INFORM WRITER 2 EFF 85 09 28	IW2	29465 1130.28 15.59	30582 1172.53 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84		
MEDIA SPECIALIST 1 EFF 85 09 28	MS1	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91		
MEDIA SPECIALIST 2 EFF 85 09 28	MS2	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
MEDIA TECHNICIAN 3 EFF 85 09 28	TA3	24965 957.00 13.20	25910 993.25 13.70	26837 1028.78 14.19	27856 1067.93 14.73	28955 1109.98 15.31	30033 1151.30 15.88		
MEDIA TECHNICIAN 1 EFF 85 09 28	TA1	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98		
MEDIA TECHNICIAN 2 EFF 85 09 28	TA2	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46		
MGR LEGAL SERVICES EFF 85 09 28	MLS	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14	51632 1979.25 27.30	53921 2066.96 28.51
PHOTO LAB TECHN EFF 85 09 28	PLT	17891 685.85 9.46	18440 706.88 9.75	19064 730.80 10.08	19726 756.18 10.43	20407 782.28 10.79	21163 811.28 11.19		
PHOTOGRAPHER 1 EFF 85 09 28	PT1	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38	22279 854.05 11.78	23111 885.95 12.22		
PHOTOGRAPHER 2 EFF 85 09 28	PT2	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94		

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
PLANNING PROG AN 1 EFF 85 09 28	PM1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
PLANNING PROG AN 2 EFF 85 09 28	PM2	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
PLANNING PROG AN 3 EFF 85 09 28	PM3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00
PLANNING PROG AN 4 EFF 85 09 28	PM4	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49438 1895.15 26.14
PUBLIC HLTH EDUC 1 EFF 85 09 28	PH1	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58
		30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49				
PUBLIC HLTH EDUC 2 EFF 85 09 28	PH2	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
RECREATION SPEC 1 EFF 85 09 28	RR1	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
RECREATION SPEC 2 EFF 85 09 28	RR2	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	36350 1393.45 19.22	37788 1448.55 19.98	
RECREATION SPEC 3 EFF 85 09 28	RR3	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
RECREATION SPEC 4 EFF 85 09 28	RR4	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	

CLASSIFICATION TITLE	PAY CODE							
RESEARCH ASSIST 1 EFF 85 09 28	RH1	19991 766.33 10.57	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	
RESEARCH ASSIST 2 EFF 85 09 28	RH2	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	
RESIDENCE COUNSELR EFF 85 09 28	RCR	20653 791.70 10.92	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	
RESOURCE EXT OFF 1 EFF 85 09 28	RX1	25419 974.40 13.44	26364 1010.65 13.94	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	
RESOURCE EXT OFF 2 EFF 85 09 28	RX2	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48	
RESOURCE EXT OFF 3 EFF 85 09 28	RX3	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.96 19.31	38015 1457.25 20.10	39547 1515.98 20.91	
RESOURCE EXT OFF 4 EFF 85 09 28	RX4	37069 1421.00 19.60	38544 1477.55 20.36	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.26 23.99	
RURAL DEVEL COUNSEL EFF 85 09 28	RDC	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.96 19.31	38015 1457.25 20.10	39547 1515.98 20.91
SPVR CLASSIFICATION EFF 85 09 28	SCA	31168 1194.80 16.48	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
SPVR COUN SERV HLTH EFF 85 09 28	SVC	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					
SPVR INMATE TR CORR EFF 85 09 28	SIT	27896 1069.38 14.75	28937 1109.25 15.30	30015 1150.58 15.87	31168 1194.80 16.48	32360 1240.48 17.11	33627 1289.05 17.78	34951 1339.80 18.48
		36350 1393.45 19.22	37788 1448.55 19.98					

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
SPVR INSTIT PR HOGY EFF 85 09 28	SIH	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41156 1577.60 21.76	
SR RESEARCH ECONMST EFF 85 09 28	SER	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05	49436 1895.15 26.14	51632 1979.25 27.30
		53921 2066.98 28.51						
SR URBAN RES ANAL EFF 85 09 28	SUA	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	45372 1739.28 23.99	47377 1816.13 25.05
STATISTICAL ANAL 1 EFF 85 09 28	SS1	27348 1048.35 14.46	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	
STATISTICAL ANAL 2 EFF 85 09 28	SS2	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91	41156 1577.60 21.76
STATISTICAL ANAL 3 EFF 85 09 28	SS3	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00	
TOUR MARKETING OFF 1 EFF 85 09 28	TM1	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94	
TOUR MARKETING OFF 2 EFF 85 09 28	TM2	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12	35632 1365.90 18.84	
TOUR MARKETING OFF 3 EFF 85 09 28	TM3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20		
TOURIST DEV OFF 1 EFF 85 09 28	TT1	28388 1088.23 15.01	29466 1129.55 15.58	30620 1173.78 16.19	31811 1219.45 16.82	33078 1268.03 17.49	34346 1316.60 18.16	
TOURIST DEV OFF 2 EFF 85 09 28	TT2	31320 1200.60 16.56	32549 1247.73 17.21	33816 1296.30 17.88	35121 1346.33 18.57	36521 1399.98 19.31	38015 1457.25 20.10	39547 1515.98 20.91
TOURIST DEV OFF 3 EFF 85 09 28	TT3	34365 1317.33 18.17	35670 1367.35 18.86	37069 1421.00 19.60	38544 1477.55 20.38	40095 1537.00 21.20	41703 1598.63 22.05	43500 1667.50 23.00

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
SOCIAL SCIENCES

CLASSIFICATION TITLE	PAY CODE							
TRANSLATOR 1	TS1							
EFF 85 09 28		22865	23679	24549	25419	26364	27348	28388
		876.53	907.70	941.05	974.40	1010.65	1048.35	1088.23
		12.09	12.52	12.96	13.44	13.94	14.46	15.01
		29466						
		1129.55						
		15.58						
TRANSLATOR 2	TS2							
EFF 85 09 28		29485	30582	31773	32984	34270	35632	37126
		1130.28	1172.33	1218.00	1264.40	1313.70	1365.90	1423.16
		15.59	16.17	16.80	17.44	18.12	18.84	19.63
TRANSLATOR 3	TS3							
EFF 85 09 28		35670	37069	38544	40095	41703	43500	45372
		1367.35	1421.00	1477.55	1537.00	1598.63	1667.50	1739.28
		18.86	19.60	20.38	21.20	22.05	23.00	23.99

TRADES, OPERATIONS AND SERVICES COMPONENT SUB-AGREEMENT
PROVINCE OF MANITOBA

APPLICATION OF SUB-AGREEMENT

1:01 This Sub-Agreement shall apply to all employees in the bargaining unit who are incumbents in classifications listed in the Pay Plan for this Component Sub-Agreement. Upon signing, this Sub-Agreement shall be attached to and form part of the Government Employees' Master Agreement.

1:02 All additions, deletions, amendments and/or revisions to this Sub-Agreement from the previous Sub-Agreement shall become effective the first day of the bi-weekly pay period immediately following the date of signing of this Sub-Agreement unless otherwise specified.

HOURS OF WORK

2:01 All employees within this Component Sub-Agreement shall come within Category B, 40 hours per week except for:

a) those exceptions specifically identified in Section 2:03 and

b) those employees in the following classifications who are categorized as Category A, 36 1/4 hours per week:

Business Machine Technician 1, 2
Duplicating Equipment Operator 1, 2, 3, 4
Supervisor, Radio Division

2:02 Category (A)

Employees coming within Category (A) of Section 2:01 shall work seven and one-quarter (7 1/4) consecutive hours per work day exclusive of meal periods and thirty-six and one-quarter (36 1/4) hours per week. Normal office hours shall be 8:30 A.M. to 5:00 P.M. from Monday to Friday, inclusive; but where it is necessary to provide service to the public on Saturday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.

2:03 Category (B)

Employees coming within Category (B) of Section 2:01 shall work eight (8) consecutive hours in each work day exclusive of meal periods and forty (40) hours in each week.

The normal hours of work for shop personnel shall be from 8:00 A.M. to 5:00 P.M. Monday to Friday inclusive but where it is necessary to provide service on Saturday, Sunday or a holiday, sufficient staff for that purpose shall be maintained at the discretion of the employing authority.

Departmental employees are included in Category B except for the following employees in the Department of Highways and Transportation:

a) Roving Crews (Barber Greene, Center Line, Crusher, Seal Coat) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) - 54 hours per week. With the agreement of the department and participating crew members, these dates may be extended at either end or both.

b) District, Shop or Roving Operators (Not on Roving Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which includes October 31) - 45 hours per week.

c) Beat Operators (Not assigned to Maintenance Crew) during the period April 1 (or the start of the bi-weekly pay period which includes April 1) to October 31 (or the end of the bi-weekly pay period which included October 31) - 50/40 hours per week.

2:04 Beach Patrols, Park Attendants, Parks Works Supervisors, Special Officers, Fire Rangers, Hatchery Employees, and Reforestation Project Employees may be required to work ten (10) days in each two (2) week period excepting where a statutory holiday occurs on one of the ten (10) working days.

2:05 The hours of work established for departmental employees are a basis for computing overtime and shall not be construed as a guarantee of hours of work.

2:06 Where the nature of the work, the exigencies of the service or existing regulations are such that it is not possible to observe the hours prescribed in Sections 2:02 and 2:03, the employing authority, with the approval of the Commission, may set different hours of work.

2:07 Any variations to a work day or work week other than those described in Sections 2:02, 2:03 and 2:04 shall only be instituted with the mutual consent of both the parties hereto.

2:08 Employees will be entitled to two rest periods of fifteen (15) minutes each per day, at such time as may be specified by the head of the department.

OVERTIME

3:01 This Article shall apply to all employees except only those employees who are incumbents in the following classifications:

Aircraft Maintenance Engineer 5
Building Manager 5
Chief Power Engineer 1st Class, 2nd Class
Construction Supervisor 2
Pilot 1, 2, 3, 4, 5
Supervisor, Radio Division

3:02 An employing authority or other supervisory official authorized to do so by the employing authority may require employees under his authority to work overtime.

3:03 An employee who is required to work overtime on his regular work day is entitled to compensation at time and one-half (1 1/2x) for all overtime worked. Daily overtime will be paid after:

- 7 1/4 hours per day for the 36 1/4 hours per week employees,
- 8 hours per day for the 40 hours per week employees,
- 9 hours per day for the 45 hours per week employees,
- 10 hours per day for the 50/40 hours per week employees,
- 11 hours per day for the 54 hours per week employees,

3:04 An employee who is required to work on his first day of rest is entitled to compensation at time and one-half (1 1/2x) for the first four (4) hours of overtime on that day and double time (2x) for all time worked thereafter.

3:05 An employee who is required to work on his second day of rest is entitled to compensation at double time (2x) for all time worked. Second in this context means the second day in a series of consecutive days of rest.

3:06 In order to qualify for the premium rate on his day of rest, as set out in Sections 3:04 and 3:05, a departmental employee must have received pay for all or part of each of the five preceding regular working days. Such pay to include sick leave or statutory holiday pay, where applicable.

3:07 An employee whose hours of work are determined in Section 2:04 and who is required to work on his day(s) of rest is entitled to compensation in accordance with the following:

1st day of rest - time and one-half (1 1/2x) for the first four (4) hours and double time (2x) thereafter
2nd day of rest - double time (2x)
3rd day of rest - time and one-half (1 1/2x) for the first four (4) hours and double time (2x) thereafter
4th day of rest - double time (2x)

In order to qualify for the above premium rates, an employee must have received pay for all or part of each of the ten (10) preceding regular working days. Such pay to include sick leave or statutory holiday pay where applicable.

3:08 An employee if called out or scheduled to work additional hours, shall receive for each call out a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's scheduled working hours. A meal break shall not be regarded as affecting contiguity.

3:09 At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee applicable time off in lieu thereof.

3:10 Where an employee has worked overtime he must notify his supervisor by the end of the bi-weekly pay period in which the overtime was worked if he is requesting time off in lieu thereof. Otherwise the department shall process overtime pay.

3:11 All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the employing authority or authorized supervisory official.

3:12 Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee and the employing authority or authorized supervisory official within sixty (60) calendar days following the bi-weekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which he was being paid when the overtime was worked.

3:13 Overtime shall be paid at the appropriate step within the pay range attached to a classification excluding any extra qualification pay.

COMPENSATORY LEAVE

4:01 Where under special circumstances, an employee not eligible for premium overtime as set out in this Sub-Agreement has been required by an authorized supervisory authority to work periods of overtime beyond the normal expectations or requirements of the position, the authorized supervisory authority shall approve time-off in lieu of overtime at the rate of one hour for each hour worked.

SHIFT PREMIUM

ARTICLE 5

5:01 An employee who works a shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of three dollars and sixty cents ($3.60)for the shift in addition to his regular pay.

5:02 An employee who works a 12 hour shift where half or more of the hours are worked between 6:00 P.M. and 6:00 A.M., shall receive a shift premium of five dollars and forty cents ($5.40) for the shift in addition to his regular pay.

5:03 An employee who works an overtime shift will be eligible for shift premium provided the employee is replacing another employee who would have received the shift premium if he had worked the shift. An overtime shift is defined as a full shift, i.e. seven and one-quarter (7 1/4) or eight (8) hours which is worked by an employee on an overtime basis.

5:04 The shift premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

5:05 Effective September 28, 1985 the shift premium in Section :01 shall be increased from three dollars and sixty cents ($3.60) to three dollars and eighty cents ($3.80). Effective January 4, 1986 the shift premium in Section :01 shall be increased from three dollars and eighty cents ($3.80) to four dollars ($4.00).

5:06 Effective September 28, 1985 the shift premium in Section :02 shall be increased from five dollars and forty cents ($5.40) to five dollars and seventy cents ($5.70). Effective January 4, 1986 the shift premium in Section :02 shall be increased from five dollars and seventy cents ($5.70) to six dollars ($6.00).

STAND-BY

6:01 For the purposes of this Article, a twenty-four (24) hour period shall be defined as the period from 8:00 A.M. of one day to 8:00 A.M. of the following day.

6:02 Except as provided in Article 7, an employee who has been designated by the employing authority or authorized supervisor to be available to stand-by during off duty hours, shall receive payment of six dollars ($6.00) for each twenty-four (24) hour period or less of stand-by on an employee's regular working day. For stand-by on an employee's day of rest or on a paid holiday on which the employee is not scheduled to work, the payment shall be twelve dollars ($12.00) for each twenty-four (24) hour period or less.

6:03 To be eligible for stand-by payment, an employee designated for stand-by duty must be available during his period of stand-by at a known telephone number and must be available to return for duty as quickly as possible if called.

6:04 An employee on stand-by who is called back to work, shall be compensated in accordance with the call-out provisions in Article 3:08 in addition to stand-by pay if that employee is eligible for overtime.

MAINTENANCE CREWS AND SNOWPLOW OPERATORS - STAND BY(DEPT. OF HIGHWAYS)

7:01 The following conditions shall apply to Maintenance Crews and Snowplow Operators of the Department of Highways and Transportation Services who are placed on stand-by:

a) An employee placed on stand-by, whether at his home base or at some other location, will be required to reply to a telephone call from the dispatcher within thirty (30) minutes.

b) Employees placed on stand-by may not leave their base of operation without prior approval of their supervisor.

c) Employees shall not be eligible for stand-by pay if unable to comply with (a), or if away from their base of operations under (b).

d) An employee will be considered to be on stand-by upon being so advised by his supervisor.

7:02 For Snowplow Operators, stand-by pay will apply seven (7) days per week, as required by the Director of Operations, under the terms set out below. An Operator who is placed on stand-by and who is:

a) Not required to work shall be paid five (5) hours pay at his hourly rate normally received when on duty.

b) Required to work for less than five (5) hours on any day other than his day of rest or a Statutory Holiday shall receive five (5) hours pay with no payment for stand-by.

c) Required to work for five (5) hours or more on any day other than his day of rest or a Statutory Holiday shall receive pay for all hours worked with no payment for stand-by:

d) Required to work on a first day of rest or a Statutory Holiday shall receive a minimum of 3 1/3 hours pay at time and one-half (1 1/2x), with no payment for stand-by. For any subsequent call back, an employee will receive a minimum of three (3) hours pay with no payment for stand-by.

e) Required to work on a second day of rest shall receive a minimum of three (3) hours pay at double time (2x) for each call back with no payment for stand-by.

7:03 For Maintenance Crews, stand-by will apply on Saturdays, Sundays and Statutory Holidays only, as required by the Director of Operations under the terms set out below. An employee on a Maintenance Crew who is placed on stand-by on any Saturday, Sunday or Statutory Holiday and who is:

a) Not called in to work shall be paid four (4) hours pay at his hourly rate normally received when on duty.

b) Called in to work shall receive a minimum of three (3) hours at the applicable overtime rate for each call back with no payment for stand-by.

7:04 The Director of Operations or his designate will establish a schedule for employees who may be placed on stand-by in accordance with Section :03. The purpose of such a schedule is to indicate that if the Department determines that stand-by is required on a particular Saturday, Sunday or Statutory Holiday, the department will place such employees on stand-by in accordance with the schedule that has been established.

QUALIFICATION PAY

8:01 Qualified Power Engineers shall be granted a bonus in addition to their normal salary as set out in the following schedule:

(a) Deputy Chief Power Engineer (1st Class Plant) - $10.00 bi-weekly holding 1st Class Certificate

(b) Deputy Chief Power Engineer (2nd Class Plant) holding 2nd Class Certificate	- $ 7.00 bi-weekly
(c) Deputy Chief Power Engineer (3rd Class Plant) holding 3rd Class Certificate	- $ 5.00 bi-weekly
(d) Power Engineer (1st Class Plant) holding 1st Class Certificate	- $10.00 bi-weekly
(e) Power Engineer (2nd Class Plant) holding 2nd Class Certificate	- $ 7.00 bi-weekly
(f) Power Engineer (3rd Class Plant) holding 3rd Class Certificate	- $ 5.00 bi-weekly
(g) Power Engineer (5th Class) holding 4th Class Certificate	- $ 3.50 bi-weekly
(h) Assistant Power Engineer (1st Class Plant) holding 2nd Class Certificate	- $ 7.00 bi-weekly
(i) Assistant Power Engineer (2nd Class Plant) holding 3rd Class Certificate	- $ 5.00 bi-weekly

8:02 Employees who are designated to dynamite and/or operate barges for rescue operations and/or clear debris from bridge areas during emergency flood situations will receive a premium of $1.00 for each hour of actual time worked in these areas.

8:03 Pilots who are designated to perform water bombing duties will receive a premium of three dollars ($3.00) for each hour of actual flying time in water bombing operations. The premium payment may be converted to one dollar and fifty cents ($1.50) for the closest half-hour where required.

ACTING STATUS

9:01 Where an employing authority or his designate directs an employee employed in one position to temporarily take over the duties and responsibilities of some other position having a higher grade of pay, and provided the employee takes over and continues to perform for eleven (11) or more consecutive working days the duties and responsibilities of that other position, he shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked he shall, unless he is appointed or promoted to some other position, revert to his original position and be paid at the rate of pay for his original position that he would be paid if he had never held the temporary appointment.

9:02 For purposes of interpretation of this article, "the duties and responsibilities" under this article means the duties and responsibilities that would have been performed by the incumbent during the period in which he has been replaced.

COURT LEAVE

10:01 An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the government.

WEEKEND PREMIUM

11:01 An employee shall receive thirty-five cents (35¢) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

11:02 An employee who works overtime will only be eligible for weekend premium if the employee is replacing another employee who would have received the weekend premium if he or she had worked.

11:03 The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

11:04 This provision is effective on April 27, 1985.

In witness whereof the Honourable Minister charged with the administration of The Civil Service Act has hereunto set his hand for, and on behalf of, Her Majesty the Queen in Right of the Province of Manitoba, and the President of the Manitoba Government Employees' Association has hereunto set his hand for, and on behalf of, the Manitoba Government Employees' Association.

Witness	Minister
Peter Olfert Witness	President of the Manitoba Government Employees' Association
R.S. Olien Witness	J.R. Buchanan. For the Component Negotiating Committee

CLASSIFICATION OF OPERATORS

The classification of employees is determined by the equipment operated as follows:

OPERATOR 1

All-Wheel Tractors
Compressed Air and/or Electrical
  Jack Hammers
Concrete Saw
Conveyor
Fairway Gang Mower
  (7 Gang Hydraulic Unit)
Garbage Packer - 1 Ton
Greens Triplex
  (3 Gang Hydraulic Unit)
Self-Propelled Roller
Sprayer (Boom type W/P.T.O.
  Behind Tractor)
Steam Generators
Swather
Tees Triplex (3 Gang Unit-Reel Type)
Traction or Powered Broom
Triplex

OPERATOR 3

Assistant Snow Plow Operator
Bombardier With Brush Cutter
Bombardier With Nose and/or Wing
Chip Spreader - Self Propelled
Crawler With Brush Cutter
Highway Magnet
Motor Grader (Beat)
Shoulder Maintainer
Small Motor Grader
Snow Plow (Without Wings) 5 Ton
Street Sweeper
Tar Kettle (High Pressure)
Tracked Loader
Wheeled Loader 1-2 Yds.

OPERATOR 2

Backhoe (Wheel Tractor)
Distributor Helper
Garbage Packer (3-5 Ton)
Hydro Seeder and Mulcher
Loader Under 1 Yd. (Wheel Tractor)
Mud Jack
Self-Propelled Trencher
Tar Kettle
Truck (3-5 Ton)

OPERATOR 4

Asphalt Mixing Plants
  (Up to 25 Tons per Hour)
Backhoe (3/4 Yd.)
Bombardier with Brush Cutter
(Roving)
Crusher
Centre Line Marker
Diamond Drill
Dozer
Loader (Over 2 Yds.)
Loader Operator (Roving)
M.G. Operator (Roving)
Pressure Boiler and Circulating
  Oil Heaters
Rotary Snow Plow
Sign Truck (Washer & Auger)
Snow Plow (With Nose & Wing)
Street Sweeper (Roving)
Tandem Tractor
Tractor (5 Ton)
Under Bridge Crane

OPERATOR 5

Asphalt Mixing Plants
  (Over 25 Tons Per Hour)
Assistant Supervisor
  (On Seal Coat Crew)

NOTE (1) All other Operators are to be classified as Operator 1 unless otherwise approved by the Director of Operations or employing authority.

(2) Assistant Snowplow Operator - Assistant to Operator 4 on Rotary Snowplow or Snowplow (With Nose and Wing).

(3) Employees whose normal classification is Operator 4, Operator 5, or Project Works Supervisor shall be paid at the Operator 4 rate of pay while performing the duties of an Assistant Snowplow Operator. All other Assistant Snowplow Operators shall be paid at the Operator 3 rate.

MEMORANDUM OF AGREEMENT

SUBJECT: TRADES COMPONENT SUB-AGREEMENT
SHIFT SCHEDULES

The parties hereto agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer.

1) Where changes are necessary in a regularly scheduled posted shift, every reasonable effort will be made to provide at least twenty-four (24) hours notice.

2) Except as set out in (1), where an employee does not receive at least twenty-four (24) hours' notice of a change to the employee's regularly scheduled posted shift, the employee shall be paid at time and one-half (1 1/2x) for all hours worked for the first shift which varies from the employee's posted schedule. Such payment shall apply only to the first shift which varies from the posted schedule.

3) This memorandum does not apply to employees assigned to relief shift or changes to shift schedules due to:

   a) sick leave
   b) emergency situations.

R.S. Olien

On Behalf of the Manitoba Government Employees' Association

On Behalf of the Government

April 10/85

Date

Witness

Witness

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES,OPERATION,SERVICES

CLASSIFICATION TITLE	PAY CODE						
AIR MECHANIC EFF 85 09 28	AME	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63
AIR MECHANIC SRT EFF 85 09 28	AMR	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10
AIRCRAFT MAIN ENG 1 EFF 85 09 28	AE1	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86		
AIRCRAFT MAIN ENG 2 EFF 85 09 28	AE2	27860 1068.00 13.35	28925 1108.80 13.86	30052 1152.00 14.40	31220 1196.80 14.96		
AIRCRAFT MAIN ENG 3 EFF 85 09 28	AE3	28925 1108.80 13.86	30052 1152.00 14.40	31220 1196.80 14.96	32431 1243.20 15.54		
AIRCRAFT MAIN ENG 4 EFF 85 09 28	AE4	30052 1152.00 14.40	31220 1196.80 14.96	32431 1243.20 15.54	33746 1293.60 16.17		
AIRCRAFT MAIN ENG 5 EFF 85 09 28	AE5	31763 1217.60 15.22	32973 1264.00 15.80	34267 1313.60 16.42	35645 1366.40 17.08		
AIRPORT EQUIP OP 1 EFF 85 09 28	AQ1	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77
AIRPORT EQUIP OP 2 EFF 85 09 28	AQ2	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35

CLASSIFICATION TITLE	PAY CODE						
AREA WORKS SPVR EFF 85 09 28	ARS	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86	
ASST HOSP LAUND MGR EFF 85 09 28	ALM	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17
ASST INST HKPG SPVR EFF 85 09 28	AHS	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76
ASST POWR ENG 1ST CL EFF 85 09 28	AOE	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86		
ASST POWR ENG 2ND CL EFF 85 09 28	A2E	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86		
=ASST WORKS SPVR EFF 85 09 28	AWS	10.04	10.42	10.78			
AUTO EQUIP MECH EFF 85 09 28	AEM	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63		
AUTO EQUIP MECH SRT EFF 85 09 28	AMS	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10		
AVIONICS TECHNIC 1 EFF 85 09 28	AT1	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67

EFFECTIVE 65 09 28
THROUGH 86 04 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES,OPERATION,SERVICES

CLASSIFICATION TITLE	PAY CODE						
AVIONICS TECHNIC 2 EFF 85 09 28	AT2	26356 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24
= BEACH SAFETY OFF 1 EFF 85 09 28	BP1	17029 652.80 8.16	17593 674.40 8.43	18156 696.00 8.70	18761 719.20 8.99	19387 743.20 9.29	
= BEACH SAFETY OFF 2 EFF 85 09 28	BP2	17593 674.40 8.43	18156 696.00 8.70	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	
= BOAT CAPTAIN EFF 85 09 28	BCP	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86
= BOAT MATE EFF 85 09 28	BMT	19659 753.60 9.42	20326 779.20 9.74	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15
BUILDING MANAGER 1 EFF 85 09 28	BD1	18761 719.20 8.99	15387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	
BUILDING MANAGER 2 EFF 85 09 28	BD2	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	
BUILDING MANAGER 3 EFF 85 09 28	BD3	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	
BUILDING MANAGER 4 EFF 85 09 28	BD4	28925 1108.80 13.86	30052 1152.00 14.40	31220 1196.80 14.96	32431 1243.20 15.54		

CLASSIFICATION TITLE	PAY CODE						
BUILDING MANAGER 5 EFF 85 09 28	BD5	34257 1313.60 16.42	35645 1366.40 17.08	37066 1420.80 17.76	38567 1478.40 18.48		
BUILDING SER SPVR EFF 85 09 28	BDS	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63
BUILDING SER WRKR 1 EFF 85 09 28	BW1	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19076 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77
BUILDING SER WRKR 2 EFF 85 09 28	BW2	17885 685.60 8.57	18448 707.20 8.84	19076 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14
BUILDING SER WRKR 3 EFF 85 09 28	BW3	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	22267 853.60 10.67
BUSINESS MACH TCH 1 EFF 85 09 28	BT1	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38
BUSINESS MACH TCH 2 EFF 85 09 28	BT2	21371 819.25 11.30	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44
* CAMP COOK 1 EFF 85 09 28	CA1	8.67	8.96	9.31			
* CAMP COOK 2 EFF 85 09 28	CA2	9.61	9.97	10.31			

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES,OPERATION,SERVICES

CLASSIFICATION TITLE	PAY CODE						
CH POWER ENG 1ST EFF 85 09 28	C1E	32973 1264.00 15.80	34267 1313.60 16.42	35645 1366.40 17.08	37064 1420.80 17.76		
CH POWER ENG 2ND CL EFF 85 09 28	C2E	31179 1195.20 14.94	32347 1240.00 15.50	33620 1288.80 16.11	34935 1339.20 16.74		
CH POWER ENG 3RD CL EFF 85 09 28	C3E	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24		
CH SERVICE ST ATNDT EFF 85 09 28	CSS	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14	21892 839.20 10.49
CONSTRUCTION SPVR 1 EFF 85 09 28	CU1	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24	33077 1268.00 15.85	
CONSTRUCTION SPVR 2 EFF 85 09 28	CU2	31763 1217.60 15.22	32973 1264.00 15.80	34267 1313.60 16.42	35645 1366.40 17.08	37064 1420.80 17.76	
*CONSTRUCTION WKR LH EFF 85 09 28	CLH	9.86	10.23	10.58			
*CONSTRUCTION WORKER EFF 85 09 28	CWR	9.21	9.54	9.86	10.23		
*COOK 1 EFF 85 09 28	CK1	17593 674.40 8.43	18156 696.00 8.70	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES,OPERATION,SERVICES

CLASSIFICATION TITLE	PAY CODE						
* COOK 2 EFF 85 09 28	CK2	18156 696.00 8.70	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31
COOK 3 EFF 85 09 26	CK3	18761 719.20 8.99	19367 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	22267 853.60 10.67
COOK 4 EFF 85 09 28	CK4	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76
COOK 5 EFF 85 09 28	CK5	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61
DEP CH POWER ENG 1ST EFF 85 09 28	D0E	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24	33076 1268.00 15.85		
DEP CH POWER ENG 2ND EFF 85 09 28	D2E	27860 1068.00 13.35	28925 1108.80 13.86	30052 1152.00 14.40	31220 1196.80 14.96		
DEP CH POWER ENG 3RD EFF 85 09 26	D3E	25899 992.80 12.41	26836 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86		
* DISTRICT WORKS SPVR EFF 85 09 28	DWS	11.68	12.13	12.59	13.03		
DUPL EQUIP OPER 1 EFF 85 09 28	DO1	15773 604.65 8.34	16265 623.50 8.60	16775 643.08 8.87	17305 663.38 9.15	17891 685.85 9.46	18440 706.88 9.75

CLASSIFICATION TITLE	PAY CODE						
DUPL EQUIP OPER 2 EFF 85 09 26	OD2	18156 696.00 9.60	18780 719.93 9.93	19404 743.85 10.26	20066 769.23 10.61	20785 796.78 10.99	21523 825.05 11.38
DUPL EQUIP OPER 3 EFF 85 09 28	OD3	22109 847.53 11.69	22865 876.53 12.09	23679 907.70 12.52	24549 941.05 12.98	25419 974.40 13.44	26364 1010.65 13.94
DUPL EQUIP OPER 4 EFF 85 09 28	OD4	24095 923.65 12.74	24965 957.00 13.20	25910 993.25 13.70	26837 1028.76 14.19	27858 1067.93 14.73	28955 1109.98 15.31
ELEVATOR OPERATOR EFF 85 09 28	EOP	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77
EQ & SIGN PAINT SRT EFF 85 09 28	SSP	22100 847.20 10.59	22673 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63
EQ & SIGN PAINTER EFF 85 09 26	ESP	21370 819.20 10.24	22100 847.20 10.59	22673 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17
FIRE RANGER 1 EFF 85 09 28	FR1	16278 624.00 7.80	16758 642.40 8.03	17300 663.20 8.29			
FIRE RANGER 2 EFF 85 09 28	FR2	18093 693.60 8.67	18699 716.80 8.96	19429 744.80 9.31			
FIRE RANGER 3 EFF 85 09 28	FR3	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77			

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES,OPERATION,SERVICES

CLASSIFICATION TITLE	PAY CODE						
FIRE RANGER 4 EFF 85 09 28	FR4	20389 781.60 9.77	21161 811.20 10.14	21892 839.20 10.49			
FLIGHT SERV OFF 1 EFF 85 09 28	FS1	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14
FLIGHT SERV OFF 2 EFF 85 09 28	FS2	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35
FLIGHT SERV OFF 3 EFF 85 09 28	FS3	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63
FRMR TMBR CONC WRKR EFF 85 09 28	FTC	9.21	9.54	9.88	10.23		
GARAGE WORKS SPVR EFF 85 09 28	GWS	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86	30052 1152.00 14.40	31220 1196.80 14.96	
GARDENER 1 EFF 85 09 28	GR1	19659 753.60 9.42	20326 779.20 9.74	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15
GARDENER 2 EFF 85 09 28	GR2	20326 779.20 9.74	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55
GARDENER 3 EFF 85 09 28	GR3	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41

CLASSIFICATION TITLE	PAY CODE						
GARDENER 4 EFF 85 09 28	GR4	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24	33078 1268.00 15.85
HATCHERY ASSISTANT EFF 85 09 28	HA	18448 707.20 8.84	19074 731.20 9.14				
HATCHERY HELPER EFF 85 09 28	HH	17885 685.60 8.57	18448 707.20 8.84				
HIGHWAYS SUPT EFF 85 09 28	HIS	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24	
HIGHWYS EQUIP PAINT EFF 85 09 28	HEP	20326 779.20 9.74	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55
INSTIT FARMER 2 EFF 85 09 28	IF2	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77
INSTIT FARMER 3 EFF 85 09 28	IF3	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35
INSTIT FARMER 4 EFF 85 09 28	IF4	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17
INSTIT HAIRGROM CGE EFF 85 09 28	IHC	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14

CLASSIFICATION TITLE	PAY CODE						
INSTIT HAIRGROOMER EFF 85 09 28	IH	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20369 781.60 9.77
INSTIT MEAT CUTTER EFF 85 09 28	IMC	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35
INSTIT MILK PROCESR EFF 85 09 28	IMP	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	22267 853.60 10.67
LABOURER EFF 85 09 28	LAB	8.67	8.96	9.31			
LAUNDRY WORKER EFF 85 09 28	LWR	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	22267 853.60 10.67
MACHINIST EFF 85 09 28	MC	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35		
MACHINIST SRT EFF 85 09 28	SMC	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86		
MAINT ASSISTANT EFF 85 09 28	MAN	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35
MAINT TRADES 1 SRT EFF 85 09 28	SM1	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86		

EFFECTIVE 85 09 28
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES,OPERATION,SERVICES

CLASSIFICATION TITLE	PAY CODE						
MAINT TRADES 2 SRT	SM2						
EFF 85 09 28		25899	26836	27860	28925		
		992.80	1028.80	1068.00	1108.80		
		12.41	12.86	13.35	13.86		
MAINT TRADES 3 SRT	SM3						
EFF 85 09 28		28925	30052	31220	32431		
		1108.80	1152.00	1196.80	1243.20		
		13.86	14.40	14.96	15.54		
MAINT TRADESPERSN 1	MM1						
EFF 85 09 28		23269	24104	24980	25899		
		892.00	924.00	957.60	992.80		
		11.15	11.55	11.97	12.41		
MAINT TRADESPERSN 2	MM2						
EFF 85 09 28		24980	25899	26836	27860		
		957.60	992.80	1028.80	1068.00		
		11.97	12.41	12.86	13.35		
MAINT TRADESPERSN 3	MM3						
EFF 85 09 28		27860	28925	30052	31220		
		1068.00	1108.80	1152.00	1196.80		
		13.35	13.86	14.40	14.96		
MECH EQ MECH 2 SRT	M2S						
EFF 85 09 28		25899	26836	27860	28925		
		992.80	1028.80	1068.00	1108.80		
		12.41	12.86	13.35	13.86		
MECH EQUIP MECH 1	ME1						
EFF 85 09 28		22100	22873	23686	24542		
		847.20	876.80	908.00	940.80		
		10.59	10.96	11.35	11.76		
MECH EQUIP MECH 2	ME2						
EFF 85 09 28		24980	25899	26836	27860		
		957.60	992.80	1028.80	1068.00		
		11.97	12.41	12.86	13.35		
MECH SUPERVISOR	MSR						
EFF 85 09 28		27860	28925	30052	31220	32431	33746
		1068.00	1108.80	1152.00	1196.80	1243.20	1293.60
		13.35	13.86	14.40	14.96	15.54	16.17

CLASSIFICATION TITLE	PAY CODE						
# MECHANIC 1 EFF 85 09 28	MH1	10.26	10.60	10.96	11.36	11.77	
# MECHANIC 2 EFF 85 09 28	MH2	10.76	11.15	11.55	11.99	12.42	
MOBILE SUPPORT SPVR EFF 85 09 28	MPS	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76
# OPERATOR 1 EFF 85 09 28	OR1	9.58					
# OPERATOR 2 EFF 85 09 28	OR2	10.11					
# OPERATOR 3 EFF 85 09 28	OR3	10.88					
# OPERATOR 4 EFF 85 09 28	OR4	11.31					
# OPERATOR 5 EFF 85 09 28	OR5	11.77					
# PARK ATTENDANT 1 EFF 85 09 28	KA1	15297 586.40 7.33	15777 604.80 7.56	16278 624.00 7.80	16758 642.40 8.03	17300 663.20 8.29	

THROUGH 86 09 26

SALARY SCHEDULE - APPENDIX A1

TRADES, OPERATION, SERVICES

CLASSIFICATION TITLE	PAY CODE						
# PARK ATTENDANT 2 EFF 85 09 28	KA2	16278 624.00 7.80	16756 642.40 8.03	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	
# PARK ATTENDANT 3 EFF 85 09 28	KA3	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	
# PARK ATTENDANT 4 EFF 85 09 28	KA4	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14	21892 839.20 10.49	
# PARK WORKS SPVR 1 EFF 85 09 28	PK1	20326 779.20 9.74	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55
# PARK WORKS SPVR 2 EFF 85 09 28	PK2	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55	24980 957.60 11.97
# PARK WORKS SPVR 3 EFF 85 09 28	PK3	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41
PILOT 1 EFF 85 09 28	PL1	30010 1150.40 14.38	31179 1195.20 14.94	32347 1240.00 15.50	33620 1288.80 16.11	34935 1339.20 16.74	36354 1393.60 17.42
PILOT 2 EFF 85 09 28	PL2	31763 1217.60 15.22	32973 1264.00 15.80	34267 1313.60 16.42	35645 1366.40 17.08	37064 1420.80 17.76	38567 1478.40 18.48
PILOT 3 EFF 85 09 28	PL3	34998 1341.60 16.77	36354 1393.60 17.42	37815 1449.60 18.12	39318 1507.20 18.84	40883 1567.20 19.59	42594 1632.80 20.41

CLASSIFICATION TITLE	PAY CODE						
PILOT 4 EFF 85 09 28	PL4	36354 1393.60 17.42	37815 1449.60 18.12	39318 1507.20 18.84	40883 1567.20 19.59	42594 1632.80 20.41	44431 1703.20 21.29
PILOT 5 EFF 85 09 28	PL5	38546 1477.60 18.47	40090 1536.80 19.21	41697 1598.40 19.98	43513 1668.00 20.85	45370 1739.20 21.74	47373 1816.00 22.70
POWER ENG 1ST CL PL EFF 85 09 26	01E	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24		
POWER ENG 2ND CL PL EFF 85 09 28	02E	26838 1028.80 12.86	27860 1068.00 13.35	26925 1108.80 13.86	30052 1152.00 14.40		
POWER ENG 3RD CL PL EFF 85 09 28	03E	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35		
POWER ENG 5TH CL EFF 85 09 28	05E	20994 804.80 10.06	21725 832.80 10.41	22455 860.80 10.76	23269 892.00 11.15		
PROJECT WORKS SPVR EFF 85 09 28	PWS	11.68	12.13	12.59	13.03		
RADIO OPERATOR EFF 85 09 28	ROP	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35
RADIO TECHNICIAN 1 EFF 85 09 28	RT1	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35	24542 940.80 11.76	25398 973.60 12.17	26358 1010.40 12.63

CLASSIFICATION TITLE	PAY CODE						
RADIO TECHNICIAN 2 EFF 85 09 28	RT2	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86	30052 1152.00 14.40
RADIO TECHNICIAN 3 EFF 85 09 28	RT3	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24
= RIGGER OS ST EFF 85 09 28	RGR	9.58					
SECURITY OFFICER 1 EFF 85 09 28	BG	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77
SECURITY OFFICER 2 EFF 85 09 28	HGG	18156 696.00 8.70	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31
SERVICE WORKER 1 EFF 85 09 26	SK1	15777 604.80 7.56	16278 624.00 7.80	16758 642.40 8.03	17300 663.20 8.29	17885 685.60 8.57	
SERVICE WORKER 2 EFF 85 09 28	SK2	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77
SERVICE WORKER 3 EFF 85 09 28	SK3	18156 696.00 8.70	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31
SERVICE WORKER 4 EFF 85 09 28	SK4	19993 766.40 9.58	20660 792.00 9.90	21370 819.20 10.24	22100 847.20 10.59	22873 876.80 10.96	23686 908.00 11.35

CLASSIFICATION TITLE	PAY CODE						
SIGNALS TECH 1 EFF 85 09 28	SG1	28403 1088.60 13.61	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24		
SIGNALS TECH 2 EFF 85 09 28	SG2	29467 1129.60 14.12	30615 1173.60 14.67	31805 1219.20 15.24	33078 1268.00 15.85		
* SPECIAL OFFICER 1 EFF 85 09 28	SR1	15297 586.40 7.33	15777 604.80 7.56	16278 624.00 7.80	16758 642.40 8.03	17300 663.20 8.29	
* SPECIAL OFFICER 2 EFF 85 09 28	SR2	16278 624.00 7.80	16758 642.40 8.03	17300 663.20 8.29	17885 685.60 8.57	18448 707.20 8.84	
* SPECIAL OFFICER 3 EFF 85 09 28	SR3	17885 685.60 8.57	18448 707.20 8.84	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	
* SPECIAL OFFICER 4 EFF 85 09 28	SR4	19074 731.20 9.14	19742 756.80 9.46	20389 781.60 9.77	21161 811.20 10.14	21892 839.20 10.49	
SPVR RADIO DIVISION EFF 85 09 28	SRD	28407 1088.95 15.02	29485 1130.28 15.59	30582 1172.33 16.17	31773 1218.00 16.80	32984 1264.40 17.44	34270 1313.70 18.12
SPVRING MECHANIC EFF 85 09 28	SVM	25398 973.60 12.17	26358 1010.40 12.63	27339 1048.00 13.10	28403 1088.80 13.61		
* TRADES HELPER EFF 85 09 28	TRH	18156 696.00 8.70	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31

EFFECTIVE 85 09 26
THROUGH 86 09 26

PROVINCE OF MANITOBA
SALARY SCHEDULE - APPENDIX A1
TRADES,OPERATION,SERVICES

CLASSIFICATION TITLE	PAY CODE						
TRADES HELPER LH EFF 85 09 28	TRL	18761 719.20 8.99	19387 743.20 9.29	20055 768.80 9.61	20786 796.80 9.96	21516 824.80 10.31	22267 853.60 10.67
* WELDER EFF 85 09 28	WL	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35		
WELDER SRT EFF 85 09 28	SWL	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86		
* WORKS SPVR EFF 85 09 28	WKS	10.88	11.31	11.77	12.23		
WORKS SUPT 1 EFF 85 09 28	WT1	24104 924.00 11.55	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86
WORKS SUPT 2 EFF 85 09 28	WT2	25899 992.80 12.41	26838 1028.80 12.86	27860 1068.00 13.35	28925 1108.80 13.86	30052 1152.00 14.40	31220 1196.80 14.96
* WR SUPERVISOR EFF 85 09 28	WRS	24980 957.60 11.97	25899 992.80 12.41	26838 1028.80 12.86	27360 1066.00 13.35	28925 1108.80 13.86	

NOTE: * Civil Service and/or Departmental Classification

POOR

QUALITY

ORIGINAL